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Montana
informational wage
rates for private
sector occupations
(statewide
information only)

MONTANA

Published March 1997 by the
Montana Department of Labor and Industry

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(406-563-3444)

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Billings, MT 59102-6274
(406-652-3080)

BOZEMAN
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Bozeman, MT 59715
(406-586-5455)

BUTTE
206 W. Granite
P.O. Box 309
Butte, MT 59703
(406-782-0417)

CUT BANK
20 S. Central
Cut Bank, MT 59427
(406-873-2191)

DILLON
730 N. Montana
P.O. Box 1300
Dillon, MT 59725
(406-683-4259)

FLATHEAD
427 1st Ave. E.
Kalispell, MT 59901
(406-758-6200)

GLASGOW
238 2nd Ave.
Glasgow, MT 59230
(406-228-9369)

GLENDIVE
211 S. Kendrick
Glendive, MT 59330
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Great Falls, MT 59405
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300 1st Ave. N.
Lewistown, MT 59457
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120 W 5th St.
Libby, MT 59923
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228 S. Main
P.O. Box 1199
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Montana
Informational Wage Rates
For Private Sector Occupations

(Statewide Information Only)

State of Montana
Marc Racicot, Governor
Department of Labor & Industry
Pat Haffey, Commissioner

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For more information contact:
Research & Analysis Bureau
Department of Labor & Industry
P. O. Box 1728
Helena, Montana 59624-1728
406-444-2430
TDD 406-444-0532
Toll free within Montana 800-633-0229
Toll free outside Montana 800-541-3904
Also on the Internet at:
http://jsd.dli.mt.gov/lmi/lmi.htm

As always, the Research and Analysis Bureau welcomes questions, comments and suggestions from the public. In addition, we'll do our best to provide information in accessible format, on request, in compliance with the Americans with Disabilities Act.

Published March 1997 by the Montana Department of Labor & Industry

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Introduction

Occupational wage information is much sought after in Montana because of its usefulness in business, educational and personal career planning:

Montana employers use this information in determining the wages and benefits they offer their employees.

Out-of-state firms want to know what they need to pay employees if they relocate to Montana.

Educational planners find the information useful in planning curriculums.

School counselors make use of it in career counseling.

Individuals want to know how much they should expect to be paid in a specific occupation.

This publication contains **statewide** wage information pertaining to **private employers only.**

Please note:
Nonagricultural wage rates contained in this publication meet alien certification criteria. However, wage rates are periodically updated, and a local Job Service Center should be contacted for the most recent rate information before any wage rate is used for alien certification purposes.

Wages in this publication are intended for information and planning purposes only, and are NOT to be used as **prevailing wage** rates. If you need prevailing wage rates for public works contracts, please contact personnel at:

The Employment Relations Division
Montana Department of Labor & Industry
P. O. Box 1728
Helena, MT 59624-1728
406-444-5600.

About the Survey

Statewide Survey of Private Employers

This survey replaces a 1993 survey done by the Montana Department of Labor and Industry's Research and Analysis Bureau which was published in 1994. The new 1996 survey produced statewide-only information, by occupation, collected from a stratified sample of Montana's private employers covered by unemployment insurance. There was only one exception: Agricultural employers were not surveyed because selected agricultural wage rates are already provided through an agriculture wage survey conducted by the bureau.

(Important: Wages included in this publication are intended for information and planning purposes only, and are not to be used as prevailing wage rates, which are wage rates that Montana law requires must be met or exceeded by employers with public works contracts. Official prevailing wage rates must be obtained from the Montana Department of Labor and Industry's Employment Relations Division, 406-444-5600.)

Please Note: This is the last Informational Wage Rate Survey this bureau will conduct. Informational Wage Rate Surveys are being replaced by the OES Wage Survey (Occupational Employment Statistics), a national program conducted in all 50 states. The OES wage survey will provide comparable state-by-state, wage and occupational employment information.

Two-Part Survey

The survey measured wage-and-benefit information for the week of Jan. 7, 1996. It was made up of two parts:

1.) The wage part of the survey involved sending survey packets to employers listing most of the common occupations found within employers' specific industries—along with blank survey forms for occupations which weren't listed. Each employer was asked to list the number of employees within each occupation; the actual hourly wage or salary each employee earned during the week of Jan. 7, 1996; whether the wage paid for that occupation was entry level; and the number of hours worked in a normal work week. (See sample wage survey form on page 43.)

Wages and salaries were converted to hourly rates by reporting employers based on the number of hours employees would normally work during the week. When employers didn't make the conversions, Bureau of Research and Analysis staff converted monthly rates to an hourly rate by using 173.333 hours per month—and converted annual salaries to an hourly rate by using 2,080 hours per year. Wage conversion tables are included on pages 45 and 46 of the publication.

Some Montana workers, of course, receive pay not based on hours but on sales commissions, per-unit production, etc. Occupations where

workers are sometimes paid on a non-hourly basis are marked with a filled square (■) symbol in the statewide wage listings.

2.) Benefit questionnaires asked employers about benefits provided to their employees. Employers were asked who pays the cost of benefits, how many hours are worked in a basic work week, criteria for awarding wage and salary increases, the frequency of salary adjustments and the number of weeks per year of paid vacation. (See sample fringe benefits survey form beginning on page 44.)

Survey Response

Over half of the more than 7,300 employers contacted responded to the statewide survey.

Data Confidentiality

As with other bureau surveys, information provided by employers was kept confidential. Consequently, some data was not published in order to protect the identity of individual employers. Data was considered to be non-publishable when:

1.) One firm had more than 80 percent of the employment within an occupation.
2.) There were fewer than three firms reporting an occupation.
3.) Three firms reported an occupation, but fewer than four employees were employed within that particular occupation.
4.) A firm requested data not be published.

Interpretation of Wage and Skill Required Data

D.O.T. Code		Occupation	Experienced Level # of Employees	Experienced Level Weighted Average (in $/Hr.)	Experienced Level Middle Range (in $/Hr.)	Entry Level # of Employees	Entry Level Weighted Average (in $/Hr.)	Entry Level Middle Range (in $/Hr.)	Skill Required General Education Development* R	M	L	S V P**
(410.674-010)	■	ANIMAL CARETAKER	61	6.06	5.00 - 6.75	15	5.17	4.25 - 5.50	2	1	1	4
(807.381-010)	■	AUTO BODY REPAIRER	164	11.22	8.99 - 14.10	17	6.69	5.75 - 7.50	3	3	3	7
(860.381-022)	●	CARPENTER	421	13.12	11.88 - 14.97	67	10.89	9.00 - 13.03	4	3	3	7
(919.687-014)		CLEANER, TRANSPORTATION VEHICLES	28	5.69	5.00 - 5.93	10	4.45	4.25 - 4.51	2	1	1	1

Listed Alphabetically by Occupation
For the convenience of those using this publication, occupations are listed alphabetically within the statewide wage information section.

Information from Left to Right
Information presented from left to right includes:

D.O.T. Code: An occupational code from the U.S. Department of Labor's Dictionary of Occupational Titles, which lists job descriptions for more than 21,000 U.S. occupations. The first digit in each D.O.T. Code identifies the major occupational category an occupation belongs to:

0/1 Professional, technical and managerial occupations
2 Clerical and sales occupations
3 Service occupations
4 Agricultural, fishery, forestry and related occupations
5 Processing occupations
6 Machine trades occupations
7 Bench work occupations
8 Structural work occupations
9 Miscellaneous occupations

Occupation: The name of an occupation.

Workers in occupations preceded by a filled circle (●) are required by law to be paid prevailing wage rates when they are involved with public works contracts. Any occupations involved in heavy and highway construction for public works projects also need to be paid prevailing wage rates. The wage information in this publication is to be used for informational purposes only. Prevailing wage rates are established by the Montana Department of Labor and Industry after surveying employers in 10 prevailing wage districts within the state. These rates can be obtained from the department's Employment Relations Division, 406-444-5600.

Workers in occupations preceded by a filled square (■) are sometimes paid on a non-hourly basis. (Non-hourly wage information begins on page 32, along with information about the four occupations that are most commonly paid on a non-hourly basis in Montana.)

Number of Employees: The number of workers reported within each occupation during the survey.

Weighted Average: Weighted for how many individual workers are employed at each wage rate. Each reported individual wage rate is multiplied by its corresponding frequency (number of workers), and then these products are added together to arrive at a sum total. The sum total is next divided by the total frequency (total number of workers) to determine the weighted average wage.

Middle Range: Includes the second and third quartiles of the sample distribution, or the middle 50 percent of the sample. Therefore, 25 percent of the wages are below the low end of the range, and 25 percent are above the high end of the range.

Distribution of Employment Within Wage Ranges

Information on the numbers of workers within each occupation being paid within specific wage ranges is not included in this publication because of space limitations. However, distribution of employment information is available, and can be obtained by contacting the Research and Analysis Bureau.

Unusually High or Low Wage Ranges

High or low wage ranges can be misleading. Sometimes an employer pays a worker on a contract basis to get a specific task accomplished. When that payment is converted to an hourly wage, it can translate into a very high, or a very low hourly wage rate. In one instance, a worker might be paid $600 a month to clean an office building. If he/she worked 200 hours to fulfill the contract, the hourly wage would translate to $3 an hour. In another instance, a worker might be paid $200 a month to do bookkeeping for a business. If he/she worked 10 hours to complete the work, it would translate to a $20-an-hour wage.

Entry Level Wage Rates

Readers may wonder why many entry level wage rates listed in this publication do not meet the state and federal minimum wage rate of

$4.75 an hour. (Montana's minimum wage rate in January 1996 was $4.25 an hour. It increased to $4.75 an hour Oct. 1, 1996 and it increases to $5.15 an hour on Sept. 1, 1997.) Minimum wages of less than $4.75 an hour could be due to a variety of reasons:

Businesses not covered by the Fair Labor Standards Act whose annual gross sales are $110,000 or less are allowed to pay a minimum wage of $4 an hour. If an employee is producing or moving goods between states or is covered by the Fair Labor Standards Act, the employee must be paid federal minimum wage.

Some employers or occupations are exempt from the minimum wage law.

Employers who have not hired entry level workers in quite a while may have estimated a minimum wage.

Employers understand that the information they provide is held in strict confidence and is used only to set wage rates. They feel comfortable stating what they pay to entry level workers, even if they knowingly or unknowingly are not meeting minimum wage rates.

In addition:

No tip credit, training wage or meal credit is allowed in Montana.

Employees who work more than 40 hours in a work week must receive overtime compensation at a rate of at least one and a half times their regular hourly rate above the 40 hours. There are exclusions from overtime pay. Contact the department's Wage and Hour Unit at 406-444-5600.

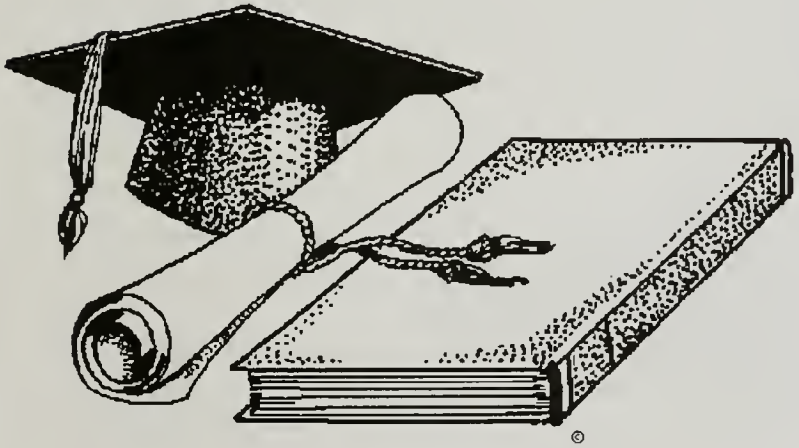
While still employed, an employee must be paid within 10 business days after the end of the pay period. When separated from employment, all wages are due and payable within three calendar days after separation. If payroll checks originate outside Montana, the time is extended to six calendar days. Employees of the State of Montana and its political subdivisions shall be paid on the next regular payday or 15 days, whichever occurs first. If an employee is terminated for cause, wages are due immediately upon discharge (within four hours of notice or end of the business day, whichever occurs first).

Please Note: When using this publication as a guide for determining wage rates or scales of pay, the minimum wage must be used unless the position or the employer is exempt. The minimum wage law can be found under 39-3-404 MCA (Montana Code Annotated), and the exemptions are listed under 39-3-406 MCA. For more information, contact the Montana Department of Labor and Industry's Employment Relations Division at 406-444-5600.

General Education Development Levels

General Education Development embraces those aspects of education, formal and informal, required to do a satisfactory job. This is education of a general nature which doesn't have a recognized, fairly specific occupational objective. Ordinarily, such education is obtained in elementary and high schools or college. And it may be obtained from experience and self-study. The GED Scale is composed of three divisions: Reasoning, Mathematical and Language Development. The descriptions are based on the curricula taught in U.S. schools.

An analysis of mathematics courses in school curricula reveals distinct levels of progression in the primary and secondary grades and college.



These levels of progression facilitate the selection and assignment of six levels of GED for the mathematical development scale. However, though language courses follow a similar pattern of progression in primary and secondary school, particularly in learning and applying the principles of grammar, this pattern changes at the college level. The diversity of language courses offered at the college level precludes the establishment of distinct levels of language progression levels of GED inasmuch as levels 5 and 6 share a common definition, even though they are distinct levels.

LEVEL 1

Reasoning: Apply commonsense understanding to carry out simple one- or two-step instructions.
Math: Add and subtract two-digit numbers and multiply and divide 10s and 100s by 2, 3, 4 and 5.
Language: Speak simple sentences. Recognize meaning of 2,500 (two- or three-syllable) words. Read 95 to 120 words per minute. Print simple sentences containing subject, verb, object and series of numbers, names and addresses.

LEVEL 2

Reasoning: Apply commonsense understanding to carry out detailed but uninvolved written or oral instructions.
Math: Add, subtract, multiply and divide numbers. Perform these operations with common and decimal fractions.
Language: Read at rate of 190 to 215 words per minute. Write compound and complex sentences using cursive style, proper punctuation, adjectives and adverbs. Speak clearly using present, perfect and future tenses.

LEVEL 3

Reasoning: Apply commonsense understanding to carry out instructions furnished in written, oral or diagrammatic form.
Math: Apply simple algebra and geometry principles such as calculating variables and understanding angles. Calculate surfaces, volumes, weights and measures.
Language: Read a variety of novels, magazines, encyclopedias and instructions. Write reports and essays with proper format, punctuation, spelling and grammar. Speak before an audience with poise, voice control and confidence.

LEVEL 4

Reasoning: Apply principles of rational systems to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
Math: Apply more complex algebra and geometry principles such as working with a system of real numbers and rectangular coordinates, probability and statistical inference.
Language: Read novels, poems, newspapers and journals. Prepare business letters, summaries and reports. Participate in panel discussions, dramatizations and debates.

LEVEL 5

Reasoning: Apply principles of logical or scientific thinking to define problems, collect data, establish facts and draw valid conclusions.
Math: Apply algebra, calculus and statistics principles. Work with exponents and logarithms, analytical geometry, differentiation and integration and frequency distributions.
Language: Read literature, book and play reviews, scientific and technical journals. Write novels, plays, editorials, journals and speeches. Understand theory, principles and methods of effective and persuasive speaking, voice and diction, and discussion and debate.

LEVEL 6

Reasoning: Apply principles of logical or scientific thinking to a wide range of intellectual and practical problems. Deal with nonverbal symbolism (formulas, scientific equations, graphs, musical notes, etc.) in its most difficult phases.
Math: Apply advanced calculus, modern algebra and statistics principles. Work with limits and continuity, differential equations and linear algebra, mathematical statistics, statistical inference and econometrics.
Language: Same as Level 5.

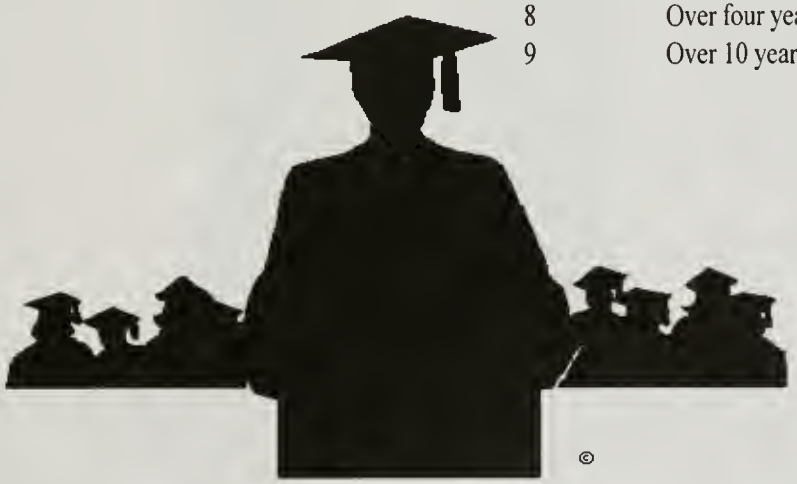
Specific Vocational Preparation

Specific Vocational Preparation is defined as the amount of lapsed time required by a typical worker to learn the techniques, acquire the information and develop the facility for average performance in a specific job-worker situation.

Training may be acquired in a school, work, military, institutional or vocational environment. It doesn't include the orientation time required of a fully-qualified worker to become accustomed to the special conditions of any new job. Specific vocational training may include: vocational education, apprenticeship training, in-plant training, on-the-job training and essential experience in other jobs.

The various levels of Specific Vocational Preparation are:

Level	Time
1	Short demonstration only
2	Anything beyond short demonstration up to and including one month
3	Over one month up to and including three months
4	Over three months up to and including six months
5	Over six months up to and including one year
6	Over one year up to and including two years
7	Over two years up to and including four years
8	Over four years up to and including 10 years
9	Over 10 years



Informational Wage Rates for Montana's Private Sector Occupations
(Data Presented in Hourly Wage Rates)
INCLUDING SKILL LEVELS REQUIRED

D.O.T. Code	Occupation	Experienced Level # of Employees	Experienced Level Weighted Average (in $/Hr.)	Experienced Level Middle Range (in $/Hr.)	Entry Level # of Employees	Entry Level Weighted Average (in $/Hr.)	Entry Level Middle Range (in $/Hr.)	Skill Required General Education Development* R	M	L	SVP**
(160.162-018)	ACCOUNTANT	375	15.26	10.50 - 17.31	46	9.41	8.00 - 10.73	5	5	5	8
(160.162-026)	ACCOUNTANT, COST	41	12.61	7.70 - 16.44	9	6.33	5.50 - 6.00	5	5	5	8
(216.482-010)	ACCOUNTING CLERK	272	8.43	6.91 - 9.24	39	6.93	5.82 - 7.93	4	3	3	5
(150.047-010)	ACTOR	4	8.17	8.00 - 8.33				5	2	5	7
(169.167-010)	ADMINISTRATIVE ASSISTANT	104	10.42	8.50 - 11.53	24	7.39	6.78 - 8.34	5	3	5	7
(169.167-014)	ADMINISTRATIVE SECRETARY	52	10.76	9.00 - 11.78				5	4	5	8
(187.117-010)	ADMINISTRATOR, HEALTH CARE FACILITY	35	23.63	16.82 - 28.34				5	5	5	8
(196.263-014)	AIRPLANE PILOT, COMMERCIAL	17	20.64	12.83 - 26.98				5	4	4	8
(912.663-010)	AIRPORT UTILITY WORKER	4	12.95	12.75 - 13.35				3	2	3	4
(913.683-010)	AMBULANCE DRIVER	10	8.50	8.50 - 8.50				3	2	2	4
(410.674-010)	■ ANIMAL CARETAKER	61	6.06	5.00 - 6.75	15	5.17	4.25 - 5.50	2	1	1	4
(159.147-010)	ANNOUNCER	43	6.91	5.50 - 8.22	19	5.31	5.00 - 5.77	5	3	4	6
(055.067-018)	ARCHEOLOGIST	5	16.82	13.98 - 20.56				6	5	5	7
(001 061-010)	ARCHITECT	38	16.61	14.48 - 17.62	4	10.50	8.50 - 13.75	6	6	6	8
(022.281-010)	ASSAYER	89	14.89	14.29 - 14.80	8	10.60	10.60 - 10.60	5	5	4	7
(730 684-010)	ASSEMBLER, MUSICAL INSTRUMENTS	5	11.00	11.00 - 11.00				3	2	2	3
(706 687-010)	ASSEMBLER, PRODUCTION	505	7.75	6.60 - 8.52	53	5.26	5.00 - 5.50	2	1	1	2
(739 687-030)	ASSEMBLER, SMALL PRODUCTS	13	5.90	5.00 - 6.62	4	6.13	6.00 - 6.37	2	1	1	2
(186.167-070)	ASSISTANT BRANCH MANAGER, FINANCIAL INSTIT.	4	12.18	10.38 - 13.74				5	4	5	7
(091.107-010)	ASSISTANT PRINCIPAL	4	15.00	13.20 - 16.04				5	3	5	8
(189 117-010)	ASSOCIATION EXECUTIVE	27	15.45	11.11 - 18.46				5	4	5	8
(359 677-010)	ATTENDANT, CHILDREN'S INSTITUTION	5	5.92	5.15 - 6.75	6	4.92	4.25 - 5.50	3	2	3	3
(160.167-054)	AUDITOR	18	11.87	8.33 - 14.66				5	5	5	8
(160.167-034)	AUDITOR, INTERNAL	32	12.63	9.80 - 14.18				5	5	5	7
(807.381-010)	■ AUTO BODY REPAIRER	164	11.22	8.99 - 14.10	17	6 69	5.75 - 7.50	3	3	3	7
(017.281-010)	AUTO-DESIGN DETAILER	17	4.50	4.50 - 4.50				4	4	3	6
(915.687-034)	AUTOMOBILE DETAILER	10	7.06	6.00 - 8.75	8	4.87	4.32 - 5.68	2	1	1	2

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor & Industry's Employment Relations Division. See "Interpretation of Wage Data" information on page 4.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 4.

*R=Reasoning, M=Math, L=Language. See page 7 for interpretation of General Education Development. **SVP=Specific Vocational Preparation. See page 9 for explanation of SVP.

A blank area means data is not available.

Informational Wage Rates for Montana's Private Sector Occupations
(Data Presented in Hourly Wage Rates)
INCLUDING SKILL LEVELS REQUIRED

D.O.T. Code		Occupation	Experienced Level # of Employees	Experienced Level Weighted Average ($/Hr.)	Experienced Level Middle Range ($/Hr.)	Entry Level # of Employees	Entry Level Weighted Average ($/Hr.)	Entry Level Middle Range ($/Hr.)	Skill Required General Education Development* R	M	L	SVP**
(295.467-026)		AUTOMOBILE RENTAL CLERK	17	6.41	5.22 - 8.19	4	4.81	4.25 - 5.93	3	3	3	4
(620.261-018)		AUTOMOBILE-REPAIR-SERVICE ESTIMATOR	4	10.39	10.39 - 10.39				4	3	3	7
(920.687-014)		BAGGER, GROCERY PACKER	25	4.98	4.50 - 5.25	25	4.25	4.25 - 4.25	2	1	1	2
(313.381-010)		BAKER	98	7.44	6.00 - 8.11	24	5.31	4.50 - 6.00	3	2	2	6
(313.684-010)		BAKER HELPER	5	5.50	4.75 - 6.50				2	1	1	3
(663.682-010)		BARKER OPERATOR	38	11.76	10.74 - 13.11				2	1	1	3
(312.474-010)		BARTENDER	761	6.03	5.25 - 6.50	212	5.28	5.00 - 5.50	3	2	3	3
(214.362-042)		BILLING CLERK	40	8.31	7.35 - 9.54				4	3	3	4
(214.382-014)		BILLING TYPIST	105	8.33	7.08 - 9.00	12	7.48	7.00 - 8.63	3	3	3	4
(653.685-010)		BINDERY WORKER	33	7.44	6.25 - 8.00	9	4.97	4.75 - 5.12	2	2	2	4
(041.061-030)		BIOLOGIST	13	12.48	8.33 - 17.95				6	6	6	8
(931.261-010)		BLASTER	12	20.74	18.57 - 21.95				4	3	2	7
(950.382-010)		BOILER OPERATOR	12	11.35	10.97 - 11.85				4	3	3	7
(210.382-014)		BOOKKEEPER	895	9.10	7.00 - 10.39	94	6.96	6.00 - 8.00	4	4	3	6
(376.667-010)		BOUNCER	6	5.00	5.00 - 5.00	15	5.00	5.00 - 5.00	2	1	2	3
(861.381-018)	●	BRICKLAYER	20	15.64	12.04 - 18.50				4	3	3	8
(913.463-010)	■	BUS DRIVER	354	9.17	7.38 - 9.21	38	7.18	7.25 - 7.25	3	2	2	4
(525.381-014)		BUTCHER, ALL-ROUND	8	7.63	6.31 - 9.00				3	2	2	6
(162.157-022)		BUYER, ASSISTANT	18	10.00	8.78 - 11.47				4	3	3	6
(660.280-010)		CABINETMAKER	62	9.58	8.00 - 10.71				4	4	3	6
(821.261-010)		CABLE TELEVISION LINE TECHNICIAN	4	10.26	9.62 - 11.15				3	3	3	6
(341.667-010)		CADDIE	5	5.40	4.50 - 6.12	6	4.25	4.25 - 4.25	2	2	2	2
(143.062-022)		CAMERA OPERATOR	6	5.80	4.70 - 7.43	6	4.50	4.50 - 4.50	4	3	4	7
(739.664-010)		CANDLEMAKER	7	6.43	6.50 - 6.50	4	5.00	5.00 - 5.00	2	1	1	4
(129.027-010)		CANTOR	4	15.00	15.00 - 15.00				5	1	4	8
(915.667-010)		CAR-WASH ATTENDANT, AUTOMATIC	4	5.94	5.43 - 6.37				2	2	1	2

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D.O.T. Code		Occupation	Experienced Level # of Employees	Experienced Level Weighted Average (in $/Hr.)	Experienced Level Middle Range (in $/Hr.)	Entry Level # of Employees	Entry Level Weighted Average (in $/Hr.)	Entry Level Middle Range (in $/Hr.)	Skill Required General Education Development* R	M	L	SVP**
(301.687-010)		CARETAKER	175	6.05	5.45 - 5.80	19	5.32	4.75 - 5.50	2	1	2	2
(860.381-022)	●	CARPENTER	421	13.12	11.88 - 14.97	67	10.89	9.00 - 13.03	4	3	3	7
(860.664-010)		CARPENTER, (MANUFACTURED BUILDINGS)	13	14.31	10.00 - 18.00				3	2	2	4
(860.281-010)		CARPENTER, MAINTENANCE	60	10.65	7.55 - 12.00	9	6.00	4.25 - 6.81	4	4	3	7
(760.684-010)		CARPENTER, BENCH	21	9.58	8.00 - 10.85				2	2	2	3
(195.107-010)		CASEWORKER	176	10.41	9.37 - 11.55	66	9.40	8.93 - 10.57	5	3	5	7
(211.362-010)		CASHIER	794	6.00	5.00 - 6.10	388	5.06	4.50 - 5.25	4	3	3	5
(211.462-014)		CASHIER-CHECKER	529	5.97	5.00 - 6.50	266	5.00	4.50 - 5.20	3	2	2	3
(558.585-010)		CATALYTIC CONVERTER OPERATOR HELPER	34	12.98	11.54 - 14.00				2	1	1	5
(844.364-010)	●	CEMENT MASON	34	10.62	7.50 - 14.50				3	3	2	7
(669.686-018)		CHAIN OFF-BEARER	70	8.87	8.65 - 9.00	6	6.77	5.40 - 8.14	2	1	1	2
(359.667-010)		CHAPERON	15	7.58	8.16 - 8.49	6	7.14	6.94 - 7.48	3	2	2	2
(313.131-014)		CHEF, RESTAURANT/HOTEL	219	8.12	6.00 - 9.25	34	5.84	5.00 - 6.00	4	3	3	7
(022.061-010)		CHEMIST	4	14.61	10.50 - 20.93				6	6	5	8
(003.167-030)		CHIEF ENGINEER, BROADCASTING	5	12.46	8.00 - 16.41				5	5	5	8
(030.167-010)		CHIEF, COMPUTER PROGRAMMER	17	18.15	13.30 - 21.93				5	4	5	8
(564.685-014)		CHIPPER	6	9.73	9.60 - 9.85				2	1	1	2
(079.101-010)		CHIROPRACTOR	6	20.95	6.59 - 31.89				5	4	5	8
(079.364-010)		CHIROPRACTOR ASSISTANT	4	7.63	7.50 - 7.87				4	3	4	6
(921.687-014)		CHOKE SETTER	6	11.67	10.00 - 12.50				1	1	1	2
(241.217-010)		CLAIM ADJUSTER	12	15.69	13.75 - 17.55				5	3	5	6
(241.362-010)		CLAIMS CLERK	6	7.43	6.08 - 9.15				4	3	3	4
(389.664-010)		CLEANER, CARPET & UPHOLSTERY	6	8.36	7.00 - 9.28				2	1	2	3
(381.687-014)	●	CLEANER, COMMERCIAL OR INSTITUTIONAL	1,235	6.08	5.00 - 6.92	282	5.02	4.28 - 5.50	1	1	1	2
(323.687-014)		CLEANER, HOUSEKEEPING	24	5.21	4.63 - 5.25				1	1	1	2
(919.687-014)		CLEANER, TRANSPORTATION VEHICLES	28	5.69	5.00 - 5.93	10	4.45	4.25 - 4.51	2	1	1	1

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(120.107-010)		CLERGY MEMBER	6	9.55	7.02 - 13.23				6	4	6	8
(203.362-010)		CLERK-TYPIST	184	7.49	6.43 - 8.20	34	6.13	5.48 - 6.70	3	3	3	4
(299.367-010)		CLERK, CUSTOMER SERVICE	13	7.38	5.40 - 10.50				3	3	3	4
(209.562-010)		CLERK, GENERAL OFFICE	605	7.58	6.25 - 8.50	103	6.11	5.25 - 6.50	3	2	3	3
(249.262-010)		CLERK, POLICYHOLDER-INFORMATION	59	8.83	7.00 - 9.61	4	5.19	4.62 - 5.68	4	2	4	6
(663.585-010)		CLIPPER, AUTOMATIC	4	12.00	12.00 - 12.00				2	1	1	4
(241.367-010)		COLLECTION AGENT	14	10.31	9.81 - 10.57				3	3	3	4
(241.357-010)		COLLECTION CLERK	12	7.58	7.00 - 7.67	4	7.54	7.20 - 8.18	4	3	4	5
(186.167-078)		COMMERCIAL LOAN COLLECTION OFFICER	4	11.77	11.14 - 12.35				5	4	5	8
(973.381-010)		COMPOSITOR	22	10.85	5.50 - 16.00				4	2	3	8
(213.362-010)		COMPUTER OPERATOR	183	8.53	7.00 - 9.92	34	7.72	5.49 - 9.00	4	2	3	6
(030.162-010)		COMPUTER PROGRAMMER	82	13.08	11.77 - 14.09	9	9.79	8.50 - 10.58	5	4	5	7
(030.162-014)		COMPUTER PROGRAMMER ANALYST	53	14.85	13.47 - 16.15				5	5	5	7
(030.167-014)		COMPUTER SYSTEMS ANALYST	37	13.55	10.96 - 14.89	4	10.11	7.06 - 13.25	5	4	5	7
(033.167-010)		COMPUTER SYSTEMS HARDWARE ANALYST	5	13.97	9.00 - 20.43				5	5	5	7
(869.664-014)	●	CONSTRUCTION WORKER	186	10.68	9.00 - 12.00	41	9.21	8.00 - 10.88	3	3	3	4
(869.687-026)	●	CONSTRUCTION WORKER II	4	11.68	10.12 - 13.65				2	1	1	2
(182.167-010)		CONTRACTOR	9	15.49	13.00 - 18.88				4	4	4	7
(160.167-058)		CONTROLLER	72	18.43	13.60 - 22.75				5	5	4	8
(315.361-010)	●	COOK	385	6.64	5.96 - 7.40	51	5.49	4.80 - 6.25	3	2	2	6
(526.381-026)		COOK, KETTLE	23	6.30	5.75 - 7.00	7	5.13	4.83 - 5.40	3	2	2	6
(313.374-014)		COOK, SHORT ORDER	612	6.22	5.50 - 7.00	132	5.39	5.00 - 6.00	3	2	2	3
(076.117-010)		COORDINATOR OF REHABILITATION SERVICES	4	13.00	8.32 - 15.83				5	5	5	8
(187.167-022)		COORDINATOR, VOLUNTEER SERVICES	35	9.22	7.25 - 10.77	7	7.34	5.75 - 8.65	5	3	5	7
(131.067-014)		COPYWRITER	4	9.83	7.68 - 11.35				5	2	5	7
(045.107-010)		COUNSELOR, GUIDANCE	12	11.73	10.30 - 12.37				5	5	5	7
(045.107-038)		COUNSELOR, RESIDENCE	18	12.52	10.65 - 14.65	48	10.53	10.41 - 10.82	5	4	5	7

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(045.107-042)		COUNSELOR, VOCATIONAL-REHABILITATION	13	15.23	10.10 - 16.65				5	3	5	8
(311.477-014)		COUNTER ATTENDANT, LUNCHROOM/COFFEE SHOP	11	5.25	4.25 - 5.75	5	4.50	4.50 - 4.50	2	2	2	2
(160.267-022)		CREDIT ANALYST	12	13.02	9.00 - 14.86				5	4	5	8
(205.367-022)		CREDIT CLERK	34	8.22	6.83 - 9.28	5	6.28	5.48 - 7.04	4	3	4	4
(160.207-010)		CREDIT COUNSELOR	41	8.35	6.85 - 9.80	5	7.68	6.80 - 8.41	5	5	5	7
(570.685-022)		CRUSHER TENDER	9	12.68	11.00 - 14.00				2	2	1	3
(205.362-026)		CUSTOMER SERVICE REPRESENTATIVE-FINANCIAL	24	8.46	7.05 - 9.83	4	5.27	4.98 - 5.85	4	3	4	6
(239.362-014)		CUSTOMER SERVICE REPRESENTATIVE	89	11.08	8.65 - 14.06	8	6.50	5.58 - 7.50	3	2	3	5
(667.682-022)	●	CUT OFF SAW OPERATOR	6	5.25	5.25 - 5.25				3	2	2	4
(640.682-018)		CUTTING MACHINE OPERATOR	8	5.75	5.75 - 5.75				3	2	2	4
(203.582-054)		DATA ENTRY OPERATOR	51	8.14	7.05 - 8.36	11	6.30	5.85 - 7.00	3	2	3	4
(359.677-018)		DAY CARE WORKER-CHILDREN	241	5.51	4.60 - 6.00	75	5.00	4.50 - 5.25	3	2	3	4
(316.684-014)		DELI CUTTER-SLICER	6	5.08	4.68 - 5.50				2	2	1	2
(299.477-010)		DELIVERER, MERCHANDISE	42	6.29	4.98 - 7.62	25	4.71	4.25 - 5.00	2	2	2	2
(297.354-010)		DEMONSTRATOR	45	5.44	5.25 - 5.50	16	5.00	5.00 - 5.00	3	3	3	3
(079.361-018)		DENTAL ASSISTANT	132	8.65	7.50 - 9.95	9	6.48	5.00 - 7.67	4	3	4	6
(078.361-010)	■	DENTAL HYGIENIST	72	17.65	15.71 - 21.00	5	13.11	5.40 - 18.37	4	3	4	6
(712.381-018)		DENTAL-LABORATORY TECHNICIAN	10	12.89	13.12 - 13.50				4	3	4	7
(072.101-010)		DENTIST	16	46.36	30.00 - 57.69				6	5	5	8
(930.683-018)		DERRICK WORKER, WELL SERVICE	22	8.93	7.87 - 9.35	13	8.27	6.12 - 10.50	2	1	1	3
(142.081-010)		DESIGNER, FLORAL	46	6.02	5.00 - 6.56	11	4.98	4.25 - 5.50	4	3	3	6
(141.061-018)		DESIGNER, GRAPHIC	20	9.44	6.12 - 11.69				5	3	4	7
(142.061-026)		DESIGNER, INDUSTRIAL	7	15.31	13.50 - 15.97				5	4	4	7
(340.367-010)		DESK CLERK, BOWLING FLOOR	16	5.39	5.00 - 5.87				3	3	3	3
(953.382-010)		DIESEL/GAS PLANT OPERATOR	6	14.57	14.57 - 14.57				3	2	3	5
(077.117-010)		DIETITIAN, CHIEF	9	13.29	8.20 - 17.25				5	4	5	8
(311.677-018)	●	DINING ROOM ATTENDANT	20	4.49	4.25 - 4.75	8	4.40	4.25 - 4.63	2	1	1	2
(209.587-018)		DIRECT MAIL CLERK	25	6.28	4.87 - 6.72	7	6.27	5.25 - 7.00	3	1	2	4

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(187.167-234)	DIRECTOR, COMMUNITY ORGANIZATION	9	8.35	5.30 - 12.93				5	3	4	8
(075.117-014)	DIRECTOR, COMMUNITY-HEALTH NURSING	28	19.29	17.31 - 21.87				5	4	5	8
(092.167-010)	DIRECTOR, DAY CARE CENTER	4	8.47	8.01 - 8.83				4	3	4	7
(099.117-010)	DIRECTOR, EDUCATIONAL PROGRAM	24	14.16	12.40 - 15.67				5	3	5	8
(165.117-010)	DIRECTOR, FUNDRAISING	4	16.80	12.66 - 24.35				5	4	4	8
(187.167-030)	DIRECTOR, FUNERAL	14	16.98	11.54 - 22.28	5	5.67	5.00 - 6.67	4	4	4	7
(090.167-018)	DIRECTOR, INSTITUTIONAL RESEARCH	31	16.71	11.53 - 20.24	6	11.78	11.54 - 11.90	6	5	5	8
(184.167-014)	DIRECTOR, NEWS	9	13.63	7.43 - 17.26				5	3	5	8
(187.167-214)	DIRECTOR, SERVICE	5	13.23	10.70 - 16.46				5	3	5	8
(184.117-014)	DIRECTOR, TRANSPORTATION	35	18.37	15.00 - 20.48				5	5	5	8
(913.167-014)	DISPATCHER, BUS AND TROLLEY	6	10.23	6.17 - 14.42				4	3	4	7
(249.167-014)	DISPATCHER, MOTOR VEHICLE	47	11.40	8.85 - 13.75	4	8.32	5.98 - 10.47	3	2	3	5
(298.081-010)	DISPLAYER, MERCHANDISE	4	7.01	5.97 - 8.21				4	3	3	6
(954.362-010)	DITCH RIDER	26	8.11	6.25 - 10.31				4	3	3	4
(418.674-010)	DOG GROOMER	9	6.41	5.12 - 7.65				3	2	3	4
(001.261-010)	DRAFTER, ARCHITECTURAL	28	12.51	10.00 - 14.00				4	4	4	7
(018.261-010)	DRAFTER, CARTOGRAPHIC	4	16.21	11.38 - 19.72				4	4	3	7
(005.281-010)	DRAFTER, CIVIL	25	12.29	9.06 - 14.00				4	4	4	7
(003.281-014)	DRAFTER, ELECTRONICS	5	10.87	9.05 - 13.13				5	5	4	7
(007.281-010)	DRAFTER, MECHANICAL	26	9 69	8.50 - 10.17				5	5	5	7
(869.484-014)	DRAPERY HANGER	6	12.70	10.87 - 14.25				3	2	2	5
(292.353-010)	■ DRIVER, SALES ROUTE	220	8.59	6.62 - 10.00	31	6.47	5.50 - 7.00	3	2	3	3
(913.663-018)	DRIVER, SHUTTLE	25	5.10	5.00 - 5.00	75	5.00	5.00 - 5.00	2	2	2	3
(362.382-014)	DRY CLEANER	19	6.24	5.50 - 6.90				3	2	2	5
(842.684-014)	DRYWALL APPLICATOR	6	10.98	8 75 - 14.30				2	2	2	6
(132.037-022)	EDITOR, PUBLICATIONS	31	13.10	8.78 - 13.61				6	3	6	8
(079.117-014)	EDUCATOR, PUBLIC HEALTH	4	10.15	9.65 - 10.64				5	4	5	8

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(723.381-010)		ELECTRIC APPLIANCE REPAIRER	13	8.95	8.23 - 9.62				4	2	3	6
(620 261-026)		ELECTRIC-GOLF-CART REPAIRER	4	11.25	10.00 - 12.50				3	2	3	5
(821.361-014)		ELECTRIC-METER INSTALLER	4	17.92	14.71 - 21.67				4	4	3	7
(827.261-010)	●	ELECTRICAL APPLIANCE SERVICER	40	10.20	8.37 - 10.99	4	8.70	8.02 - 9.43	4	3	3	7
(729.281-026)		ELECTRICAL INSTRUMENT REPAIRER	4	9.50	9.50 - 9.50				4	3	3	6
(824.261-010)	●	ELECTRICIAN	257	17.50	15.16 - 20.25	24	11.08	7.72 - 13.75	4	4	3	7
(829.261-018)		ELECTRICIAN, MAINTENANCE	86	15.65	11.54 - 18.62	6	8.88	6.00 - 13.47	4	4	4	8
(828.261-022)	●	ELECTRONICS MECHANIC	7	14.90	13.81 - 15.95				4	4	4	7
(825.361-010)	●	ELEVATOR CONSTRUCTOR	11	18.24	13.57 - 19.38				4	3	3	7
(079.374-010)		EMERGENCY MEDICAL TECHNICIAN	67	8.27	8.16 - 8.16				4	3	4	5
(008.061-018)		ENGINEER, CHEMICAL	23	21.80	15.87 - 26.93				6	6	6	8
(005.061-014)		ENGINEER, CIVIL	45	17.64	13.10 - 21.51	4	15.99	10.17 - 23.06	5	5	5	8
(003.061-010)		ENGINEER, ELECTRICAL AND ELECTRONIC	38	18.57	14.00 - 21.15				5	5	5	8
(828.261-014)		ENGINEER, FIELD SERVICE	21	14.92	14.42 - 14.42				4	4	4	7
(012.167-030)		ENGINEER, INDUSTRIAL	13	18.06	11.36 - 22.96				5	5	5	7
(007.061-014)		ENGINEER, MECHANICAL	46	20.21	18.78 - 22.03	8	13.61	13.04 - 14.18	5	5	5	8
(010.061-014)		ENGINEER, MINING	10	24.76	23.79 - 26.18				5	5	5	7
(007.167-014)		ENGINEER, PLANT	38	21.40	16.99 - 24.57	5	12.07	6.50 - 17.94	5	5	5	8
(005.061-030)		ENGINEER, SANITARY	13	15.67	10.82 - 20.88				5	5	5	8
(950.382-026)		ENGINEER, STATIONARY	5	18.84	16.46 - 20.43				4	4	3	7
(005.061-034)		ENGINEER, STRUCTURAL	20	18.81	15.53 - 21.47				5	5	5	8
(012.267-010)		ENGINEERING TECHNICIAN, INDUSTRIAL	7	15.06	13.70 - 17.00				5	5	4	7
(029.081-010)		ENVIRONMENTAL ANALYST	12	14.91	12.00 - 15.75				6	6	6	8
(169.267-038)	■	ESTIMATOR	85	16.77	12.71 - 20.00				4	4	4	7
(187.117-026)		EXECUTIVE DIRECTOR, SHELTERED WORKSHOP	12	21.24	12.73 - 28.44				5	4	4	8
(187.167-046)		EXECUTIVE HOUSEKEEPER	5	10.44	6.40 - 16.23				5	4	4	8
(809.381-010)		FABRICATOR-ASSEMBLER, METAL PRODUCTS	32	11.70	9.54 - 13.65	4	5.25	5.00 - 5.75	3	2	2	5
(090.227-010)		FACULTY MEMBER, COLLEGE OR UNIVERSITY	71	14.90	11.00 - 16.96				6	5	5	8

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Informational Wage Rates for Montana's Private Sector Occupations
(Data Presented in Hourly Wage Rates)
INCLUDING SKILL LEVELS REQUIRED

D.O.T. Code	Occupation	Experienced Level # of Employees	Experienced Level Weighted Average (in $/Hr.)	Experienced Level Middle Range (in $/Hr.)	Entry Level # of Employees	Entry Level Weighted Average (in $/Hr.)	Entry Level Middle Range (in $/Hr.)	Skill Required General Education Development* R	M	L	SVP**
(454.384-010)	■ FALLER I	12	17.15	14.25 - 18.24				3	1	2	6
(311.472-010)	FAST-FOODS WORKER	896	5.02	4.50 - 5.25	395	4.38	4.25 - 4.50	2	2	2	2
(869.684-022)	● FENCE ERECTOR	5	5.40	5.25 - 5.50				3	2	2	5
(206.367-014)	FILE CLERK II	57	6.66	5.62 - 7.75	33	5.58	5.00 - 6.00	3	2	3	3
(373.364-010)	FIREFIGHTER	5	10.60	10.50 - 10.75				4	2	3	6
(343.467-014)	FLOOR ATTENDANT	10	6.16	4.87 - 7.75	7	5.17	5.00 - 5.36	2	1	1	2
(319.677-014)	FOOD SERVICE WORKER, HOSPITAL	52	6.14	5.42 - 6.10	8	5.19	4.62 - 5.50	3	2	2	2
(040.167-010)	FORESTER	7	17.59	14.10 - 21.58				6	6	6	8
(860.381-046)	FORM BUILDER	34	9.19	7.63 - 10.25	10	7.43	6.62 - 8.43	4	3	2	7
(519.687-022)	FOUNDRY WORKER, GENERAL	5	6.35	5.37 - 7.67				2	1	1	2
(319.474-010)	FOUNTAIN SERVER	30	5.15	5.00 - 5.00	7	4.36	4.25 - 4.25	2	2	2	2
(666.684-010)	FRAMER, WOOD PRODUCTS	4	5.95	4.81 - 7.11				2	1	2	3
(739.684-078)	FRAMER, GLASS PRODUCTS	9	8.30	6.37 - 9.80				2	2	2	3
(921.683-042)	● FRONT-END LOADER OPERATOR	10	12.00	11.93 - 12.02				2	1	1	3
(293.157-010)	FUND-RAISER	14	12.72	8.97 - 12.80				5	3	4	6
(763.381-010)	FURNITURE FINISHER	5	7.25	6.12 - 8.00				4	2	2	7
(780.381-018)	FURNITURE UPHOLSTERER	4	10.07	9.25 - 10.63				4	3	3	7
(914.384-010)	GAGER	17	15.36	14.56 - 15.67				3	3	3	6
(343.464-010)	GAMBLING DEALER	11	6.51	6.00 - 7.00				3	3	2	5
(620.131-014)	GARAGE SUPERVISOR	7	12.78	10.86 - 14.25				4	3	4	7
(637.261-018)	GAS APPLIANCE SERVICER	20	6.29	5.25 - 6.87	9	6.41	6.30 - 6.30	4	3	3	7
(710.381-026)	GAS PATROLLER REPAIRER	6	17.53	17.53 - 17.53				4	3	3	7
(625.281-026)	GAS-ENGINE REPAIRER	6	8.96	6.37 - 12.70				3	3	3	6
(609.684-010)	GENERAL INSPECTOR	12	9.63	6.56 - 11.50	10	5.30	5.00 - 5.00	3	2	2	4
(210.382-046)	GENERAL LEDGER BOOKKEEPER	37	8.90	6.92 - 9.55				4	4	3	5
(600.280-022)	GENERAL MACHINIST	241	10.78	9.31 - 12.18	6	8.13	7.06 - 9.00	4	4	4	7
(070.101-022)	GENERAL PRACTITIONER	104	53.72	41.77 - 63.11				6	5	6	8

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D.O.T. Code		Occupation	Experienced Level # of Employees	Experienced Level Weighted Average (in $/Hr.)	Experienced Level Middle Range (in $/Hr.)	Entry Level # of Employees	Entry Level Weighted Average (in $/Hr.)	Entry Level Middle Range (in $/Hr.)	Skill Required General Education Development* R	M	L	SVP**
(024.061-022)		GEOLOGIST, PETROLEUM	29	20.61	17.63 - 23.60				6	6	5	8
(865.381-010)	●	GLAZIER	15	10.05	7.87 - 12.00				3	2	2	7
(569.685-042)		GLUE SPREADER, VENEER	13	11.43	10.69 - 12.64				2	1	1	3
(379.667-010)		GOLF COURSE RANGER	4	17.22	16.32 - 17.67				3	2	3	4
(669.687-030)		GRADER	81	12.11	10.92 - 14.26	15	7.74	7.64 - 8.14	3	2	2	4
(979.382-018)		GRAPHIC ARTS TECHNICIAN/PRINTER	19	10.80	10.80 - 10.80				4	2	3	5
(406.137-010)		GREENSKEEPER, HEAD	54	7.45	6.00 - 9.05	25	5.43	5.00 - 6.00	4	3	3	6
(406.684-014)	●	GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	65	7.26	5.60 - 8.21	10	5.94	5.37 - 6.37	2	1	2	3
(353.367-014)		GUIDE, ESTABLISHMENT	5	8.08	7.50 - 8.94				3	1	3	3
(353.161-010)		GUIDE, HUNTING AND FISHING	16	9.08	9.23 - 9.50	11	6.84	7.00 - 7.00	4	3	3	7
(353.363-010)		GUIDE, SIGHTSEEING	8	7.38	7.12 - 7.50				3	2	3	4
(632.281-010)		GUNSMITH	4	10.06	9.00 - 11.11				4	3	3	8
(332.271-018)	■	HAIRSTYLIST	46	6.31	5.50 - 6.88	6	5.63	5.31 - 5.88	4	3	3	6
(667.662-010)		HEAD SAWYER	41	13.17	11.26 - 15.83				3	2	1	7
(354.377-014)		HEALTH AIDE	12	5.86	5.15 - 6.65				3	2	2	3
(052.067-022)		HISTORIAN	10	14.96	12.86 - 15.78				5	2	5	7
(309.354-010)		HOMEMAKER	29	5.88	5.00 - 6.20	46	5.39	5.00 - 5.50	4	2	4	5
(405.684-014)		HORTICULTURAL WORKER I	25	6.38	6.20 - 6.50	8	6.04	6.00 - 6.00	3	2	3	3
(405.687-014)		HORTICULTURAL WORKER II	16	6.53	5.62 - 7.22	26	4.63	4.25 - 5.00	2	1	1	2
(205.362-018)		HOSPITAL-ADMITTING CLERK	61	7.97	7.15 - 8.95	5	6.49	6.15 - 6.87	3	2	3	4
(310.137-010)		HOST/HOSTESS, RESTAURANT	5	6.40	5.50 - 7.25	6	5.00	4.50 - 5.50	4	3	4	6
(238.367-038)		HOTEL CLERK	288	5.73	5.00 - 6.00	79	5.02	4.50 - 5.50	3	3	3	4
(321.137-010)		HOUSEKEEPER (HOTELS)	9	5.05	4.82 - 5.28				3	2	3	6
(301.474-010)		HOUSEKEEPER, HOME	8	5.22	4.52 - 5.73				3	2	2	3
(709.687-022)		INSPECTOR, CHEMICALS	4	8.05	8.05 - 8.05				3	2	2	4
(153.227-018)		INSTRUCTOR, SPORTS	285	9.39	7.00 - 10.00	30	5.94	4.25 - 6.00	4	3	4	7
(214.362-022)		INSURANCE CLERK	12	8.10	6.47 - 9.49				4	3	4	5
(222.387-026)		INVENTORY CLERK	46	8.53	6.71 - 9.25	6	5.87	5.47 - 6.38	3	3	3	4

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(160.267-026)		INVESTMENT ANALYST	10	20.09	14.42 - 24.78				5	5	5	8
(930.684-018)		JACKHAMMER OPERATOR	22	13.78	13.28 - 14.06				2	2	1	2
(382.664-010)	●	JANITOR	429	6.81	5.50 - 7.50	123	5.29	4.50 - 5.50	3	2	3	3
(700.281-010)		JEWELER	10	8.84	7.00 - 10.26				4	3	3	7
(343.467-022)		KENO WRITER	14	4.99	4.43 - 5.40	21	4.69	4.50 - 4.75	3	3	3	4
(318.687-010)		KITCHEN HELPER	451	5.15	4.60 - 5.50	291	4.87	4.25 - 5.00	2	1	1	2
(199.364-014)		LABORATORY OR RESEARCH ASSISTANT	7	9.38	9.00 - 10.00	6	7.00	7.00 - 7.00	4	4	4	6
(029.261-010)		LABORATORY TESTER	47	10.71	8.65 - 12.88	5	5.55	4.87 - 6.00	4	4	4	6
(529.687-130)		LABORER (SLAUGHTER AND MEAT PACKING)	4	6.38	4.62 - 9.00				2	1	1	2
(909.687-014)		LABORER, GENERAL (MOTOR TRANSPORTATION)	6	7.69	5.81 - 9.89	4	5.25	4.74 - 5.50	1	1	1	2
(609.684-014)		LABORER, MACHINE SHOP	349	9.04	6.75 - 11.50	105	6.19	5.20 - 7.00	2	1	1	2
(018.167-018)		LAND SURVEYOR	33	15.67	13.38 - 17.75				5	5	4	7
(408.161-010)		LANDSCAPE GARDENER	8	9.63	9.00 - 11.00				4	4	4	7
(361.684-014)		LAUNDRY WORKER	219	6.08	5.20 - 6.71	60	4.84	4.25 - 5.19	2	1	1	2
(361.685-018)		LAUNDRY WORKER II	41	6.81	6.90 - 6.90				2	1	1	2
(110.107-010)		LAWYER	124	26.99	18.75 - 34.45	12	14.84	13.98 - 16.71	6	4	6	8
(100.167-026)		LIBRARIAN, SPECIAL LIBRARY	17	12.30	10.01 - 13.54				5	4	5	8
(249.367-046)		LIBRARY ASSISTANT	14	7.68	7.20 - 8.18				3	2	3	5
(100.367-018)		LIBRARY TECHNICAL ASSISTANT	7	4.61	4.50 - 4.65				4	3	3	5
(379.667-014)		LIFEGUARD	17	5.25	5.00 - 5.37	5	5.00	5.00 - 5.00	3	1	2	4
(822.381-014)		LINE INSTALLER-REPAIRER	105	18.34	17.25 - 19.79				4	3	3	7
(821.361-026)		LINE REPAIRER	60	19.66	19.29 - 20.27				4	4	4	7
(822.131-018)		LINE SUPERVISOR, TELEPHONE	9	20.01	19.45 - 20.69				4	4	4	7
(912.687-010)		LINE-SERVICE ATTENDANT	4	7.75	6.62 - 9.12				3	2	2	2
(410.674-018)		LIVESTOCK YARD ATTENDANT	32	5.89	5.50 - 6.50	5	4.25	4.25 - 4.25	3	2	2	2
(186.267-018)		LOAN OFFICER	246	14.17	10.10 - 17.28	15	8.76	9.23 - 9.23	5	4	4	7
(667.682-090)		LOG CUT OFF SAWYER, AUTOMATIC	40	10.40	10.12 - 10.84				3	2	2	5

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(921.683-058)	■ LOG LOADER	12	11.32	9.00 - 11.61				3	1	2	4
(921.687-022)	LOG LOADER HELPER	6	11.26	11.26 - 11.26				1	1	1	2
(569.684-010)	LOG PEELER	5	8.70	5.75 - 12.00				2	1	1	2
(455.487-010)	LOG SCALER	18	11.91	10.93 - 12.55				3	3	2	5
(454.684-018)	LOGGER, ALL AROUND	71	14.34	12.00 - 16.25	5	8.20	7.00 - 10.00	2	2	1	4
(929.663-010)	LOGGING TRACTOR OPERATOR	4	10.98	6.87 - 17.35				3	1	1	4
(915.687-018)	LUBRICATION SERVICER	32	5.37	4.50 - 5.73	6	4.45	4.25 - 4.85	2	1	1	4
(669.687-018)	LUMBER STRAIGHTENER	8	5.00	5.00 - 5.00				2	1	1	2
(619.687-014)	MACHINE HELPER	10	7.06	5.75 - 7.58				2	1	1	3
(620.281-046)	MAINTENANCE MECHANIC	33	14.98	13.06 - 17.00				4	3	3	7
(822.281-018)	MAINTENANCE MECHANIC, TELEPHONE	15	9.93	7.00 - 15.00	4	10.16	10.16 - 10.16	4	4	3	7
(899.684-022)	MAINTENANCE REPAIRER HELPER, INDUSTRIAL	7	10.11	6.00 - 13.35				3	1	2	5
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	234	8.29	6.00 - 10.00	33	7.43	5.63 - 7.54	4	3	3	7
(891.137-010)	MAINTENANCE SUPERVISOR	20	19.06	12.94 - 28.12				4	3	3	7
(163.167-010)	MANAGER, ADVERTISING	15	12.83	8.88 - 13.85				5	3	5	8
(184.117-026)	MANAGER, AIRPORT	5	24.95	18.57 - 30.82				5	5	5	8
(187.167-218)	MANAGER, ANIMAL SHELTER	4	6.53	6.06 - 7.00				5	3	5	6
(185.167-058)	MANAGER, AUTO SERVICE	6	10.55	8.22 - 14.64				4	3	4	6
(185.167-074)	MANAGER, AUTO SPECIALTY STORES	10	13.89	9.91 - 17.31				5	4	4	7
(185.167-014)	MANAGER, AUTOMOBILE SERVICE STATION	39	11.83	8.55 - 14.64	6	9.28	6.65 - 11.84	4	4	4	7
(183.117-010)	MANAGER, BRANCH	16	12.92	11.54 - 13.91				5	4	4	8
(186.117-034)	MANAGER, BROKERAGE OFFICE	11	11.54	7.71 - 17.31				5	4	5	8
(169.167-086)	MANAGER, CREDIT AND COLLECTION	20	12.21	10.04 - 13.63				4	4	4	8
(169.167-030)	MANAGER, DATA PROCESSING	30	13.53	9.52 - 14.97				5	4	5	8
(189.167-022)	MANAGER, DEPARTMENT HEAD	36	10.93	8.95 - 12.09				5	4	4	7
(166.167-030)	MANAGER, EMPLOYMENT	299	14.60	10.00 - 17.30	44	9.10	7.54 - 11.20	5	4	5	8
(186.117-086)	MANAGER, EXCHANGE FLOOR	8	11.62	10.12 - 13.12				5	4	5	8

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(185.137-010)		MANAGER, FAST- FOOD SERVICES	143	7.66	6.00 - 8.50	16	5.58	5.00 - 6.00	4	4	4	5
(186.167-086)		MANAGER, FINANCIAL INSTITUTION	102	21.47	14.07 - 26.45	17	17.39	13.75 - 19.73	5	4	5	8
(187.167-106)		MANAGER, FOOD SERVICE	35	9.38	7.00 - 11.52	6	7.28	6.25 - 8.16	4	4	4	7
(187.167-114)		MANAGER, GOLF CLUB	10	16.15	11.68 - 23.07				4	4	4	6
(187.117-038)		MANAGER, HOTEL OR MOTEL	6	13.82	13.46 - 13.99				5	4	4	7
(189.117-022)		MANAGER, INDUSTRIAL ORGANIZATION	23	13.99	9.62 - 15.38				5	4	5	8
(186.167-034)		MANAGER, INSURANCE	22	27.06	14.67 - 38.07				5	4	5	8
(187.167-126)		MANAGER, LIQUOR ESTABLISHMENT	9	9.35	7.71 - 10.96				4	4	4	6
(320.137-014)		MANAGER, LODGING FACILITIES	63	11.68	7.50 - 15.00	8	6.88	6.73 - 7.00	4	3	4	7
(185.167-034)	■	MANAGER, MERCHANDISE	80	12.85	8.91 - 16.01	4	10.40	8.13 - 11.53	4	3	4	7
(169.167-034)		MANAGER, OFFICE	704	12.03	8.75 - 14.00	68	9.78	7.00 - 11.33	4	3	4	7
(185.167-038)		MANAGER, PARTS	28	12.31	10.43 - 14.42				4	3	3	7
(166.117-018)		MANAGER, PERSONNEL	4	15.81	14.69 - 17.22				5	5	5	8
(189.167-030)		MANAGER, PROGRAM	17	12.35	9.89 - 13.94				5	5	5	8
(186.167-046)		MANAGER, PROPERTY	7	12.39	10.00 - 19.10				4	3	4	8
(185.167-046)	■	MANAGER, RETAIL STORE	588	11.70	8.33 - 14.42	80	8.53	7.00 - 10.92	4	4	4	7
(012.167-058)		MANAGER, SAFETY	51	17.36	12.90 - 21.15	4	10.72	6.03 - 15.95	6	6	6	8
(163.167-018)	■	MANAGER, SALES	142	16.12	11.79 - 19.38				5	3	5	8
(184.167-094)		MANAGER, TRAFFIC	42	11.49	9.60 - 12.04				5	4	4	8
(184.167-114)		MANAGER, WAREHOUSE	43	13.50	10.31 - 15.58				4	3	4	8
(050.067-014)		MARKET RESEARCH ANALYST	8	15.70	11.40 - 18.25				5	5	5	7
(929.687-030)	●	MATERIAL HANDLER	134	9.23	7.97 - 9.58	14	8.63	5.33 - 10.00	2	1	1	3
(222.684-010)		MEAT CLERK	8	11.11	9.09 - 12.93				2	1	1	2
(316.684-018)		MEAT CUTTER	49	8.66	7.27 - 10.08	6	6.13	5.62 - 7.06	3	2	3	6
(620.684-014)		MECHANIC HELPER, AUTOMOBILE	75	6.77	6.00 - 7.50	38	5.87	5.00 - 6.50	2	1	2	3
(621.281-014)		MECHANIC, AIRCRAFT	27	10.94	10.00 - 12.00				4	4	4	7
(638.261-022)		MECHANIC, AUTOMATIC PINSETTER	10	7.70	6.00 - 10.75	4	4.75	4.25 - 5.75	3	2	2	4

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(620.261-010)	● ■	MECHANIC, AUTOMOBILE	409	11.33	8.94 - 13.46	40	7.62	6.50 - 9.00	4	3	3	7
(620.381-010)		MECHANIC, AUTOMOBILE RADIATOR	4	16.61	16.61 - 16.61				3	2	3	6
(620.261-022)	●	MECHANIC, CONSTRUCTION EQUIPMENT	21	11.46	9.00 - 13.27				3	2	3	7
(625.281-010)		MECHANIC, DIESEL	291	11.33	9.50 - 13.00	33	9.39	8.50 - 10.35	4	3	3	7
(637.261-014)		MECHANIC, HEATING-AND-AIR-CONDITIONING	14	11.85	8.87 - 12.59	4	8.00	6.50 - 10.75	4	3	3	7
(620.281-050)		MECHANIC, INDUSTRIAL TRUCK	13	11.73	11.36 - 13.00				4	3	3	7
(638.281-014)		MECHANIC, MAINTENANCE	467	14.62	11.79 - 16.46	18	9.74	7.00 - 12.15	4	4	3	7
(637.261-026)		MECHANIC, REFRIGERATION	31	15.32	11.25 - 17.50				4	3	3	8
(625.281-034)		MECHANIC, SMALL-ENGINE	9	11.08	9.50 - 12.62				3	3	3	6
(620.281-062)		MECHANIC, TRANSMISSION	5	14.42	7.50 - 20.81				3	3	3	7
(932.683-018)		MECHANICAL-SHOVEL OPERATOR	30	18.49	11.54 - 22.85				3	2	2	5
(079.362-010)		MEDICAL ASSISTANT	89	9.19	7.50 - 11.13	13	6.58	5.50 - 7.37	4	3	4	6
(639.281-022)		MEDICAL EQUIPMENT REPAIRER	32	9.60	8.00 - 10.00	4	6.00	6.00 - 6.00	3	2	3	5
(245.362-010)		MEDICAL RECORD CLERK	148	7.82	6.57 - 8.71	23	6.24	5.85 - 7.00	4	3	3	4
(078.261-038)		MEDICAL TECHNOLOGIST	227	14.47	12.59 - 16.80	5	12.81	12.66 - 13.00	5	4	5	7
(372.667-038)		MERCHANT PATROLLER (GUARD)	31	11.03	10.15 - 12.14	6	4.25	4.25 - 4.25	2	1	2	3
(239.677-010)		MESSENGER, COPY	35	6.75	5.74 - 7.58	19	5.23	4.50 - 5.91	2	1	2	2
(239.567-010)		MESSENGER, OFFICE HELPER	4	7.09	6.43 - 7.57				2	2	2	2
(809.684-030)		METAL HANGER	9	8.59	6.83 - 10.00				3	2	2	4
(209.567-010)		METER READER	29	10.70	8.04 - 14.14				3	2	2	3
(039.264-010)		MICROCOMPUTER SUPPORT SPECIALIST	9	10.29	8.25 - 12.16				4	3	4	7
(521.682-026)		MILL OPERATOR	4	6.34	6.00 - 6.83				3	1	2	7
(638.281-018)	●	MILLWRIGHT	189	13.79	12.00 - 15.54	5	9.00	9.00 - 9.00	4	3	3	7
(638.131-030)		MILLWRIGHT SUPERVISOR	6	7.88	7.50 - 8.25				4	4	4	8
(939.281-010)		MINER	296	14.75	14.88 - 14.88				4	3	2	6
(249.362-014)		MORTGAGE CLERK	71	9.09	7.79 - 9.81	5	7.26	6.47 - 8.43	3	3	3	5
(249.362-018)		MORTGAGE LOAN CLOSER	5	6.72	6.17 - 7.22				4	3	4	5

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D.O.T. Code		Occupation	Experienced Level # of Employees	Experienced Level Weighted Average (in $/Hr.)	Experienced Level Middle Range (in $/Hr.)	Entry Level # of Employees	Entry Level Weighted Average (in $/Hr.)	Entry Level Middle Range (in $/Hr.)	Skill Required General Education Development* R	M	L	SVP**
(807.664-010)		MUFFLER AND EXHAUST INSTALLER	26	6.74	5.50 - 7.45	8	5.99	5.28 - 6.39	3	2	2	4
(301.677-010)		NANNY; BABY-SITTER; CHILD MONITOR	4	6.69	5.18 - 8.25				3	1	2	3
(031.262-014)		NETWORK CONTROL OPERATOR	17	15.47	13.69 - 16.40				4	3	4	6
(131.262-010)		NEWSCASTER	6	9.14	7.33 - 10.81				5	2	5	7
(355.674-014)		NURSE ASSISTANT	1,563	6.98	6.10 - 7.65	308	5.68	5.45 - 6.01	3	2	2	4
(075.124-018)		NURSE INSTRUCTOR	12	13.24	12.53 - 14.11				5	4	5	8
(075.264-010)		NURSE PRACTITIONER	22	19.31	15.93 - 20.50				5	5	5	8
(075.137-010)		NURSE SUPERVISOR, OCCUPATIONAL HEALTH	110	17.39	14.29 - 18.69	14	12.81	11.75 - 14.25	5	4	5	7
(075.364-010)		NURSE, GENERAL DUTY	1,201	16.76	15.28 - 18.62	55	12.53	12.45 - 12.61	5	4	5	7
(075.137-014)		NURSE, HEAD	87	15.51	14.00 - 17.20	8	12.69	12.00 - 13.08	5	4	5	7
(079.374-014)		NURSE, LICENSED PRACTICAL	724	10.08	9.04 - 11.28	42	8.65	7.91 - 8.88	4	3	4	6
(075.374-014)		NURSE, OFFICE	350	14.14	12.06 - 15.75	11	11.73	10.00 - 12.92	5	3	5	7
(354.374-010)		NURSE, PRACTICAL (UNLICENSED)	6	13.42	12.06 - 15.00				3	2	3	4
(075.374-018)		NURSE, PRIVATE DUTY	14	12.49	8.69 - 16.65				5	4	5	7
(166.067-010)		OCCUPATIONAL ANALYST	9	10.20	8.99 - 11.36				5	4	5	7
(076.121-010)		OCCUPATIONAL THERAPIST	52	19.74	18.47 - 20.73				5	4	5	7
(355.377-010)		OCCUPATIONAL THERAPY AIDE	5	9.91	7.49 - 12.00				3	2	2	4
(076.364-010)		OCCUPATIONAL THERAPY ASSISTANT	51	8.47	7.20 - 9.64	5	6.70	6.50 - 7.00	4	3	4	6
(633.281-018)	●	OFFICE MACHINE SERVICER	33	9.66	8.00 - 10.31				4	3	3	7
(651.382-042)		OFFSET PRESS OPERATOR I	20	10.56	8.87 - 11.94	4	7.00	6.25 - 7.75	4	2	3	8
(914.382-010)		OIL PUMPER	21	12.38	11.54 - 13.82				3	3	3	6
(699.687-018)	●	OILER	8	18.12	18.12 - 18.12				2	1	1	3
(859.683-010)		OPERATING ENGINEER	515	14.18	11.26 - 16.52	28	10.27	8.56 - 11.85	3	1	2	6
(716.280-014)		OPTICAL MECHANIC	10	14.23	10.23 - 15.79				4	4	4	8
(299.361-010)		OPTICIAN, DISPENSING	8	6.38	6.00 - 6.87				4	3	4	7
(079.364-014)		OPTOMETRIC ASSISTANT	6	7.33	6.50 - 8.12	4	5.38	5.00 - 5.87	4	4	4	6
(079.101-018)		OPTOMETRIST	9	22.99	17.21 - 25.96				5	4	5	7

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D.O.T. Code		Occupation	Experienced Level # of Employees	Experienced Level Weighted Average ($/Hr.)	Experienced Level Middle Range ($/Hr.)	Entry Level # of Employees	Entry Level Weighted Average ($/Hr.)	Entry Level Middle Range ($/Hr.)	Skill Required General Education Development* R	M	L	SVP**
(209.667-014)		ORDER CALLER	37	12.52	13.00 - 13.00				2	1	2	2
(249.362-026)		ORDER CLERK	55	9.67	7.00 - 11.32	8	5.93	5.56 - 6.30	3	3	3	4
(920.587-018)		PACKAGER, HAND	124	7.76	6.83 - 8.50	15	6.36	5.25 - 6.60	2	1	1	2
(559.132-114)		PAINT SUPERVISOR	6	15.35	14.77 - 16.16				4	3	3	7
(840.381-010)	●	PAINTER	21	11.08	9.50 - 13.00				3	2	2	7
(741 684-026)		PAINTER, SPRAY	34	11.14	10.00 - 12.25	11	6.86	6.50 - 7.50	3	2	2	4
(119.267-026)		PARALEGAL	57	13.10	10.62 - 15.00	11	10.20	7.00 - 12.31	5	2	5	7
(079.364-026)		PARAMEDIC	9	9.50	8.94 - 10.02				4	3	4	6
(915.473-010)		PARKING LOT ATTENDANT	33	4.62	4.50 - 4.75				2	1	1	2
(222 367-042)		PARTS CLERK	25	8.92	8.00 - 10.00	7	5.11	5.00 - 5.50	3	3	3	3
(215.382-014)		PAYROLL CLERK	106	9.01	7.05 - 10.78	10	7.69	6.00 - 9.50	4	3	3	4
(556.685-058)		PELLET-MACHINE OPERATOR	5	6.80	6.50 - 7.00				2	1	1	4
(209.362-026)		PERSONNEL CLERK	5	8.83	8.26 - 9.41				4	2	4	4
(074.161-010)		PHARMACIST	133	21.93	21.00 - 24.09	8	14.45	8.00 - 20.00	5	5	5	7
(074.382-010)		PHARMACY TECHNICIAN	34	8.23	6.84 - 9.50	5	5.60	5.00 - 6.50	3	3	3	3
(059.067-010)		PHILOLOGIST	11	8.42	7.45 - 9.75				5	1	5	8
(976 687-018)		PHOTOFINISHING LABORATORY WORKER	27	7.21	6.00 - 7.85				2	2	2	3
(976.487-010)		PHOTOGRAPH FINISHER	8	7.50	7.50 - 7.50	8	5.50	5.50 - 5.50	2	1	1	2
(143 062-030)		PHOTOGRAPHER, STILL	5	7.21	7.20 - 7.22				4	3	4	7
(207.685-018)		PHOTOGRAPHIC-MACHINE OPERATOR	5	5.97	5.17 - 6.75				3	2	2	2
(143.062-034)		PHOTOJOURNALIST	9	10.34	6.87 - 13.20				4	2	4	7
(650.582-022)		PHOTOTYPESETTING SPECIALIST	16	7.54	5.81 - 8.87	6	7.75	7.50 - 8.12	4	2	3	5
(076.121-014)		PHYSICAL THERAPIST	351	20.25	19.99 - 19.99	9	18.69	15.10 - 25.06	5	4	5	7
(076 224-010)		PHYSICAL THERAPIST ASSISTANT	7	24.06	24.00 - 27.00				4	3	4	6
(355.354-010)		PHYSICAL THERAPY AIDE	64	7.11	6.05 - 8.27	10	5.95	5.50 - 6.11	3	2	3	4
(079.364-018)		PHYSICIAN ASSISTANT	34	23.80	19.23 - 26.20	6	22.06	21.07 - 24.03	5	4	5	7
(739.684-146)		PICTURE FRAMER	5	6.45	5.42 - 7.70				3	1	1	5

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(862.281-022)		PIPE FITTER (CONSTRUCTION)	19	15.96	12.96 - 18.60				4	3	3	7
(665.682-022)		PLANER OPERATOR	82	10.77	9.15 - 12.75				3	2	2	4
(019.261-018)		PLANNER, FACILITIES	13	13.71	11.88 - 15.22				5	5	5	7
(012.167-050)		PLANNER, PRODUCTION	50	20.51	17.03 - 23.46				5	4	4	7
(529.132-014)		PLANT SUPERVISOR	7	22.42	22.40 - 24.52				4	2	3	7
(862.381-030)	●	PLUMBER	96	17.42	15.00 - 20.43	16	9.48	7.84 - 10.87	4	3	3	7
(663.682-014)		POLE-PEELING-MACHINE OPERATOR	6	7.71	7.00 - 8.57				3	1	1	3
(214.482-022)		POLICY RATER	7	8.92	7.66 - 10.10				3	3	3	4
(952.382-018)		POWER-PLANT OPERATOR	10	19.82	18.43 - 21.14				4	4	4	8
(716.382-018)		PRECISION LENS GRINDER	6	7.98	5.93 - 10.31				4	3	4	7
(189.117-026)		PRESIDENT	50	28.50	16.81 - 37.62				5	5	5	8
(186.117-054)		PRESIDENT, FINANCIAL INSTITUTION	16	28.78	21.64 - 38.45				6	5	5	9
(651.362-010)		PRESS OPERATOR	19	10.93	9.00 - 14.40				4	3	3	7
(617.260-010)		PRESS OPERATOR, HEAVY DUTY	10	8.19	8.19 - 8.19				3	2	2	7
(099.117-018)		PRINCIPAL	10	15.71	13.04 - 18.96				5	3	5	8
(822.281-022)		PRIVATE BRANCH EXCHANGE REPAIRER	14	8.81	6.00 - 10.37				4	2	3	7
(221.382-018)		PRODUCTION CLERK	27	8.12	6.50 - 9.60				3	3	3	4
(603.685-062)		PRODUCTION GRINDER	5	7.88	6.86 - 8.84				3	2	2	3
(609.685-018)		PRODUCTION MACHINE TENDER	18	10.06	7.18 - 12.42	8	6.00	6.00 - 6.00	2	2	2	3
(195.227-010)		PROGRAM AIDE, GROUP WORK	36	6.23	5.79 - 6.53	4	5.33	5.00 - 5.82	5	3	4	6
(187.117-046)		PROGRAM DIRECTOR, GROUP WORK	25	12.41	6.87 - 19.63	4	7.99	5.41 - 13.09	5	5	5	8
(029.167-014)		PROJECT MANAGER, ENVIRONMENTAL RESEARCH	9	18.21	14.53 - 22.00				5	5	5	8
(217.382-010)		PROOF-MACHINE OPERATOR	73	9.83	6.35 - 10.23	6	6.36	5.12 - 7.45	3	3	3	4
(209.687-010)		PROOFREADER	5	11.24	8.59 - 13.43				3	2	2	4
(930.382-018)		PROSPECTING DRILLER	8	15.87	12.00 - 18.12				3	3	2	6
(355.377-014)		PSYCHIATRIC AIDE	84	6.38	5.96 - 6.41	21	5.63	5.50 - 5.78	3	2	3	4
(045.107-022)		PSYCHOLOGIST, CLINICAL	33	14.79	13.31 - 14.68				6	5	6	8

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(045.107-026)		PSYCHOLOGIST, COUNSELING	8	14.35	13.71 - 14.95				6	5	5	8
(045.067-010)		PSYCHOLOGIST, EDUCATIONAL	11	11.65	4.72 - 16.48				6	6	5	8
(165.167-014)		PUBLIC RELATIONS REPRESENTATIVE	25	15.73	11.17 - 20.50	4	13.92	5.25 - 21.84	5	4	5	7
(630.684-018)		PUMP INSTALLER	13	10.17	9.00 - 10.00				3	2	3	5
(162.157-038)		PURCHASING AGENT	147	12.79	9.40 - 15.28	19	8.12	5.58 - 10.32	4	3	4	7
(529.387-030)		QUALITY CONTROL TECHNICIAN-FOOD PROCESSING	6	9.86	8.82 - 10.88				3	2	3	4
(237.367-038)		RECEPTIONIST	459	7.34	6.46 - 8.00	100	6.02	5.50 - 6.51	3	2	3	4
(195.227-014)		RECREATION LEADER	28	9.39	7.02 - 11.12				4	3	4	6
(341.367-010)		RECREATION-FACILITY ATTENDANT	11	4.25	4.25 - 4.25				4	2	3	3
(250.257-018)		REGISTERED REPRESENTATIVE, FINANCIAL	21	10.58	8.75 - 11.78				4	3	4	7
(630.281-022)		REPAIRER	8	11.00	8.87 - 12.50				4	3	3	6
(131.262-018)		REPORTER	19	9.53	6.88 - 11.62				5	3	5	7
(667.682-058)		RESAW OPERATOR	47	11.49	10.66 - 13.39				3	2	1	6
(355.377-018)		RESIDENT CARE AIDE	21	12.42	11.57 - 13.18	5	7.89	6.00 - 10.73	4	3	3	6
(076.361-014)		RESPIRATORY THERAPIST	135	12.63	11.03 - 14.83	6	9.19	8.75 - 9.78	4	3	3	6
(355.674-022)		RESPIRATORY THERAPY AIDE	4	6.48	5.75 - 6.97				3	3	3	4
(921.260-010)		RIGGER	6	10.66	10.66 - 10.66				4	2	2	6
(191.117-046)		RIGHT-OF-WAY AGENT	8	16.32	16.03 - 18.04				5	4	5	7
(866.381-010)	●	ROOFER	38	11.61	9.00 - 13.85	6	7.50	7.37 - 7.62	3	2	2	7
(869.684-046)		ROUSTABOUT	21	9.00	7.50 - 10.00	6	6.50	6.50 - 6.50	3	1	2	5
(168.264-014)		SAFETY INSPECTOR	4	10.10	9.50 - 11.02				4	3	4	6
(250.357-018)		SALES AGENT, REAL ESTATE	9	17.15	9.10 - 24.65				4	3	4	5
(290.477-018)		SALES CLERK, FOOD	98	6.37	5.75 - 6.50	46	5.27	5.25 - 5.50	3	3	2	3
(259.357-014)		SALES REP, DANCING INSTRUCTIONS	13	6.29	5.75 - 7.00	12	5.33	4.75 - 5.50	3	2	3	4
(250.157-010)		SALES REPRESENTATIVE	83	13.63	9.19 - 14.97	4	9.13	8.72 - 9.37	5	4	5	7
(254.357-014)	■	SALES REPRESENTATIVE, ADVERTISING	25	11.25	5.48 - 24.04				4	3	4	6
(250.257-022)		SALES REPRESENTATIVE, FINANCIAL SERVICES	9	11.06	9.45 - 13.08				5	4	5	7

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(279.357-014)	■	SALES REPRESENTATIVE, GENERAL MERCHANDISE	439	11.61	8.02 - 13.75	34	6.17	4.25 - 7.31	4	3	4	5
(279.357-054)	■	SALESPERSON, GENERAL MERCHANDISE	1,727	7.65	5.40 - 9.00	585	5.86	4.50 - 6.00	3	2	2	3
(276.354-010)		SALESPERSON, HEARING AIDS	5	8.41	8.41 - 8.41				4	3	4	6
(277.357-058)		SALESPERSON, SPORTING GOODS	11	7.73	7.00 - 8.00				4	3	4	5
(701.381-014)		SAW FILER	75	13.30	11.50 - 14.79				3	3	3	6
(667.687-018)		SAWMILL WORKER	216	10.09	8.51 - 11.12	39	10.49	10.58 - 10.92	3	1	1	3
(201.362-030)		SECRETARY	678	7.89	6.50 - 9.00	108	6.37	5.67 - 6.99	4	3	4	6
(201.362-010)		SECRETARY, LEGAL	140	10.53	9.07 - 11.48	11	7.77	7.25 - 8.13	4	2	4	6
(201.362-014)		SECRETARY, MEDICAL	216	8.59	7.50 - 9.60	13	7.06	6.07 - 8.00	4	3	4	6
(372.667-034)	●	SECURITY GUARD	147	7.38	6.00 - 8.28	40	5.92	5.50 - 5.50	3	1	2	3
(185.164-010)		SERVICE MANAGER	10	13.21	9.59 - 16.04				4	3	3	7
(915.467-010)		SERVICE STATION ATTENDANT	40	6.04	5.00 - 6.50	7	5.07	4.25 - 5.50	3	2	2	3
(605.380-010)		SET-UP OPERATOR, MILLING MACHINE	4	13.00	12.00 - 14.00				3	3	3	6
(955.362-010)		SEWAGE PLANT OPERATOR	14	11.38	9.93 - 13.70				4	4	3	6
(787.682-046)		SEWING MACHINE OPERATOR	20	6.31	5.52 - 6.65	8	4.55	4.42 - 4.57	3	2	2	5
(804.281-010)	●	SHEET METAL WORKER	79	16.15	12.12 - 19.52	13	8.23	7.65 - 9.12	4	4	3	7
(222.387-050)		SHIPPING AND RECEIVING CLERK	195	8.18	6.00 - 9.25	48	6.09	5.50 - 6.43	3	3	2	5
(869.381-026)		SIGN ERECTOR	11	13.09	10.00 - 16.82				4	2	3	7
(153.227-017)		SKI INSTRUCTOR I, CERTIFIED	35	8.27	7.50 - 9.00							
(153.227-015)		SKI INSTRUCTOR II, CERTIFIED	21	8.88	8.50 - 9.00							
(153.227-013)		SKI INSTRUCTOR III, CERTIFIED	19	10.47	9.50 - 10.94							
(153.227-019)		SKI INSTRUCTOR, UNCERTIFIED	33	8.05	6.50 - 9.50	28	6.89	6.50 - 8.00				
(379.664-010)		SKI PATROLLER	44	6.88	5.73 - 7.93	6	5.84	5.70 - 6.06	3	2	3	6
(341.665-010)		SKI-TOW OPERATOR	39	6.38	5.50 - 7.30	19	4.84	4.25 - 5.50	3	2	3	3
(525.684-046)		SKINNER (SLAUGHTER AND MEAT PACKING)	6	8.48	7.48 - 9.25				2	2	1	2
(195.107-030)		SOCIAL WORKER, MEDICAL; CLINICAL	74	12.26	10.32 - 14.39				5	3	5	7

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D.O.T. Code		Occupation	Experienced Level # of Employees	Experienced Level Weighted Average (in $/Hr.)	Experienced Level Middle Range (in $/Hr.)	Entry Level # of Employees	Entry Level Weighted Average (in $/Hr.)	Entry Level Middle Range (in $/Hr.)	Skill Required General Education Development* R	M	L	SVP**
(076.107-010)		SPEECH PATHOLOGIST	37	16.63	12.32 - 20.43				5	5	5	7
(408.684-014)		SPRAYER, HAND	5	7.77	6.92 - 8.75				3	2	2	4
(410.674-022)		STABLE ATTENDANT	4	5.25	5.25 - 5.25				2	1	1	2
(921.682-018)		STACKER & SORTER OPERATOR	8	10.61	8.62 - 11.72				2	1	1	3
(214.362-046)		STATEMENT CLERK	6	5.99	5.00 - 6.97				3	2	3	4
(216.382-062)		STATISTICAL CLERK	11	6.94	6.00 - 7.90				3	3	3	4
(222.387-058)		STOCK CLERK	220	7.54	6.45 - 8.21	64	5.90	5.50 - 6.50	3	3	2	4
(299.367-014)		STOCK CLERK, SELF-SERVICE STORE	119	9.46	6.50 - 13.00	4	4.88	4.25 - 5.50	3	2	2	4
(922.687-058)	●	STORES LABORER	165	8.85	6.75 - 12.58	33	6.84	6.00 - 8.81	2	1	1	2
(971.381-050)		STRIPPER (PRINTING & PUBLISHING)	9	11.58	9.25 - 14.40				4	2	3	8
(801.361-014)		STRUCTURAL STEEL WORKER	16	14.43	10.62 - 18.76	5	11.55	7.00 - 14.87	3	2	3	7
(045.107-058)		SUBSTANCE ABUSE COUNSELOR	25	11.44	10.37 - 12.41				5	3	5	8
(182.167-026)		SUPERINTENDENT, CONSTRUCTION	95	18.10	16.00 - 21.00	4	14.13	9.37 - 20.25	5	5	4	7
(183.117-014)		SUPERINTENDENT, PRODUCTION	117	21.17	13.00 - 29.02				5	4	4	8
(973.137-010)		SUPERVISOR, COMPOSING ROOM	4	17.42	14.25 - 20.89				4	2	3	7
(183.167-018)		SUPERVISOR, DEPARTMENT OR DIVISION	91	15.89	11.21 - 19.23	6	10.50	7.60 12.33	5	4	4	8
(869.134-010)		SUPERVISOR, FENCE-ERECTOR	5	7.50	7.00 - 8.25				4	3	3	7
(381.137-010)	●	SUPERVISOR, JANITORIAL SERVICES	5	8.24	7.41 - 8.80				4	2	3	6
(181.167-018)		SUPERVISOR, MINE	11	29.40	18.25 - 40.14				4	3	3	8
(209.132-010)		SUPERVISOR, PERSONNEL CLERKS	7	12.55	11.54 - 14.36				4	2	4	6
(939.131-014)		SUPERVISOR, PRODUCTION	4	13.59	10.99 - 16.78				4	3	3	8
(669.130-026)		SUPERVISOR, SAWMILL	6	11.22	10.46 - 12.05				4	3	3	7
(187.137-014)		SUPERVISOR, VOLUNTEER SERVICES	24	11.53	8.03 - 13.10				4	3	4	7
(018.167-034)		SURVEYOR ASSISTANT, INSTRUMENTS	14	11.65	9.87 - 12.56				5	5	4	7
(869.567-010)		SURVEYOR HELPER	16	10.76	7.50 - 16.83	5	6.97	6.92 - 7.00	3	1	2	4
(842.664-010)	●	TAPER	6	13.50	11.00 - 15.00				3	2	2	5
(219.487-010)		TAX CLERK	4	8.06	6.62 - 9.68				3	2	2	3

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INCLUDING SKILL LEVELS REQUIRED

D.O.T. Code	Occupation	Experienced Level # of Employees	Experienced Level Weighted Average (in $/Hr.)	Experienced Level Middle Range (in $/Hr.)	Entry Level # of Employees	Entry Level Weighted Average (in $/Hr.)	Entry Level Middle Range (in $/Hr.)	Skill Required General Education Development* R	M	L	SVP**
(913.463-018)	TAXI DRIVER	6	4.25	4.25 - 4.25	10	5.50	5.50 - 5.50	3	2	2	3
(099.327-010)	TEACHER AIDE	57	7.09	6.27 - 7.68	40	5.44	5.00 - 5.75	4	3	4	6
(099.227-030)	TEACHER, ADULT EDUCATION	17	10.44	8.90 - 10.00				4	2	4	7
(092.227-010)	TEACHER, ELEMENTARY SCHOOL	64	10.46	7.80 - 12.59	16	7.93	6.28 - 9.72	5	4	5	7
(092.227-014)	TEACHER, KINDERGARTEN	9	10.31	7.95 - 13.19				5	2	4	7
(094.227-022)	TEACHER, MENTALLY IMPAIRED	100	7.09	5.75 - 8.02	39	5.66	5.40 - 5.75	5	4	5	7
(092.227-018)	TEACHER, PRESCHOOL	101	8.98	7.80 - 10.00	16	7.04	6.50 - 8.45	4	2	3	7
(091.227-010)	TEACHER, SECONDARY SCHOOL	40	12.31	10.30 - 14.87	10	8.00	8.00 - 8.00	5	4	5	7
(033.162-018)	TECHNICAL SUPPORT SPECIALIST	4	14.76	13.83 - 16.06				5	4	5	7
(077.124-010)	TECHNICIAN, DIETETIC	28	10.59	8.27 - 11.45	8	7.24	5.25 - 11.21	5	4	5	7
(078.364-014)	TECHNICIAN, ECHOCARDIOGRAPH	4	10.36	9.66 - 11.05				4	3	4	7
(003.161-010)	TECHNICIAN, ELECTRICAL	5	15.73	9.25 - 24.06				4	4	4	7
(078.362-018)	TECHNICIAN, ELECTROCARDIOGRAPH (EKG)	4	8.75	8.24 - 9.25				3	3	3	4
(078.362-022)	TECHNICIAN, ELECTROENCEPHALOGRAPH (EEG)	6	11.96	10.43 - 13.69				4	4	4	6
(003.161-014)	TECHNICIAN, ELECTRONIC	21	13.35	10.67 - 15.95				5	5	4	7
(007.161-018)	TECHNICIAN, MECHANICAL DESIGN	17	16.52	12.00 - 21.05				5	5	5	7
(007.161-026)	TECHNICIAN, MECHANICAL-ENGINEERING	102	9.78	8.85 - 10.35				5	4	4	7
(078.381-014)	TECHNICIAN, MEDICAL-LABORATORY	29	9.22	7.60 - 9.88	5	6.73	6.12 - 7.35	4	4	4	5
(079.374-022)	TECHNICIAN, OPERATING-ROOM (SURGICAL)	119	10.51	8.84 - 12.37				4	4	3	6
(078.262-010)	TECHNICIAN, PULMONARY FUNCTION	19	13.42	12.69 - 13.78				4	4	4	6
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	47	11.49	9.58 - 12.85				5	5	4	7
(079.361-014)	TECHNICIAN, VETERINARY	17	7.18	6.00 - 8.00				4	3	4	6
(078.364-010)	TECHNOLOGIST, ULTRASOUND	8	16.75	16.64 - 16.80				5	4	4	7
(078.362-026)	TECHNOLOGIST, RADIOLOGIC	162	12.39	11.01 - 13.53	16	11.17	9.81 - 12.43	5	4	5	7
(235.662-022)	TELEPHONE OPERATOR	106	6.73	5.75 - 7.69	23	6.10	5.50 - 6.50	3	2	3	3
(299.357-014)	TELEPHONE SOLICITOR	44	5.60	5.00 - 6.00	39	4.89	4.50 - 4.50	3	3	3	3
(211.362-018)	TELLER, GENERAL	435	7.06	6.11 - 7.69	81	5.81	5.02 - 6.48	4	3	3	5

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D.O.T. Code			Occupation	Experienced Level # of Employees	Experienced Level Weighted Average (in $/Hr.)	Experienced Level Middle Range (in $/Hr.)	Entry Level # of Employees	Entry Level Weighted Average (in $/Hr.)	Entry Level Middle Range (in $/Hr.)	Skill Required General Education Development* R	M	L	SVP**
(211.132-010)			TELLER, HEAD	8	8.18	7.39 - 9.35				4	3	4	8
(248.382-010)			TICKETING CLERK	11	6.45	5.90 - 6.90				3	3	3	4
(459.387-010)			TIMBER CRUISER	16	16.65	14.11 - 18.88				4	3	3	7
(665.482-018)			TIMBER-SIZER OPERATOR	12	11.93	11.32 - 12.78				3	2	1	4
(915.684-010)			TIRE REPAIRER	68	8.15	7.00 - 9.25	14	6.75	5.75 - 7.00	2	1	1	3
(119.287-010)			TITLE EXAMINER	12	11.08	9.96 - 12.01				5	3	5	7
(929.683-014)			TRACTOR OPERATOR	21	12.34	11.48 - 13.00				3	2	2	3
(166.227-010)			TRAINING REPRESENTATIVE	15	7.52	7.20 - 7.67	9	6.15	6.15 - 6.15	5	4	5	7
(203.582-058)			TRANSCRIBING MACHINE OPERATOR	33	8.93	8.14 - 9.81				3	1	3	5
(252.152-010)			TRAVEL AGENT	16	7.52	6.53 - 8.75	6	5.00	5.00 - 5.00	4	3	4	5
(186.117-070)			TREASURER, FINANCIAL INSTITUTION	5	14.37	12.17 - 16.06				5	5	5	9
(408.664-010)			TREE TRIMMER	14	13.52	10.64 - 16.48				3	2	2	4
(667.682-094)			TRIMMER SAWYER	52	10.42	9.36 - 11.32				3	2	1	4
(905.663-014)	●		TRUCK DRIVER, HEAVY	413	11.57	9.35 - 12.83	48	9.63	8.00 - 11.75	3	2	2	4
(921.683-050)	●		TRUCK DRIVER, INDUSTRIAL	167	11.08	10.00 - 11.57				2	1	1	3
(906.683-022)	●		TRUCK DRIVER, LIGHT	73	8.38	7.03 - 9.00	21	7.17	6.00 - 7.84	3	2	2	3
(904.383-010)	●	■	TRUCK DRIVER, TRACTOR TRAILER	335	12.35	11.42 - 13.50	60	11.94	10.44 - 16.38	3	2	3	4
(909.137-018)			TRUCK SUPERVISOR	4	14.02	10.57 - 18.78				4	3	4	8
(186.117-074)			TRUST OFFICER	4	12.89	11.31 - 15.88				5	4	5	7
(099.227-034)			TUTOR	5	10.00	10.00 - 10.00				5	3	5	7
(219.367-038)			UNDERWRITING CLERK	12	7.61	6.31 - 8.68				3	3	3	4
(032.262-010)			USER SUPPORT ANALYST	6	8.43	8.00 - 8.64				4	3	4	7
(079.267-010)			UTILIZATION REVIEW COORDINATOR	8	10.24	9.35 - 10.62				5	4	5	7
(723.381-014)			VACUUM CLEANER REPAIRER	6	7.50	7.50 - 7.50				3	2	2	6
(569.687-034)			VENEER GRADER	15	14.26	14.26 - 14.26	22	11.14	11.14 - 11.14	2	2	2	3
(664.662-010)			VENEER LATHE OPERATOR	11	14.37	13.93 - 14.83				3	1	1	4
(073.101-010)			VETERINARIAN	26	15.61	12.46 - 20.48	4	12.74	10.38 - 14.85	5	4	5	8

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(189.117-034)	VICE PRESIDENT	207	23.65	15.96 - 28.59				5	4	5	8
(194.282-010)	VIDEO OPERATOR	8	7.85	6.37 - 9.04	7	5.14	5.00 - 5.00	4	4	3	7
(097.221-010)	VOCATIONAL TRAINING INSTRUCTOR	19	10.63	7.02 - 18.19	4	7.21	5.48 - 9.23	4	4	4	7
(311.477-030)	WAITER/WAITRESS	1,454	4.72	4.25 - 5.00	748	4.36	4.25 - 4.25	3	2	2	3
(245.362-014)	WARD CLERK	11	7.43	7.19 - 7.63				3	3	3	3
(954.382-014)	WATER-TREATMENT-PLANT OPERATOR	11	21.64	22.63 - 22.63				3	3	3	5
(819.131-014)	WELD-SHOP SUPERVISOR	14	13.48	12.64 - 14.72				4	4	3	8
(810.384-014)	WELDER, ARC	11	9.26	7.50 - 8.90				4	4	3	5
(819.384-010)	WELDER, COMBINATION	137	12.39	9.00 - 14.00	25	8.47	7.75 - 8.50	4	3	3	6
(811.684-014)	WELDER, GAS	4	16.50	12.77 - 18.64				3	3	3	5
(819.684-010)	WELDER, PRODUCTION LINE	9	10.22	8.50 - 12.00				2	2	2	2
(131.267-026)	WRITER, TECHNICAL PUBLICATIONS	14	9.98	6.75 - 12.46				5	3	5	8

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Non-hourly Wage Rates

Some Montana workers are not paid by the hour. Private employers who responded to the survey indicated they paid more than 400 employees on a non-hourly basis. The five Montana industries employing the largest number of non-hourly workers were: **trucking, except local** (SIC 4213); **local trucking without storage** (SIC 4212); **beauty shops** (SIC 7231); **groceries** (SIC 5141) and **motor vehicle dealers** (SIC 5511).

Four occupations accounted for about 95 percent of all non-hourly wage rates employers reported paying. Listed in alphabetical order, non-hourly workers in the following occupations were paid accordingly:

Hairstylist (DOT 332.271-018) Paid by commissions ranging from 50-60 percent.

Salesperson (DOT 279.357-054) Paid by commissions ranging from 7-35 percent.

Sales Representative (DOT 279.357-014) Paid by commissions ranging from 3-30 percent.

Tractor Trailer Drivers (DOT 904.383-010) Paid by the mile ($.15 - $.265/mile)

SIC stands for Standard Industrial Classification, which is a system developed by the Federal Office of Management and Budget to classify business establishments on the basis of industrial activity.

DOT stands for *Dictionary of Occupational Titles*, which is a U.S. Department of Labor document listing job descriptions for more than 21,000 U.S. occupations, and assigning each occupation a DOT number code.

Statewide Fringe Benefit Information

Statewide Fringe Benefit Information

Medical Benefits

Vacation Leave

Maternity Leave

Statewide Fringe Benefit Information

Company Benefits/Bonuses

Number of Firms Responding

Company Benefits/Bonuses:	Full-Time Employees					Part-Time Employees				
	Yes	Percent	No	Percent	Total	Yes	Percent	No	Percent	Total
Paid Holidays?	2,095	67.6	1,002	32.4	3,097	676	27.5	1,783	72.5	2,459
Paid Sick Leave?	1,442	47.6	1,590	52.4	3,032	401	17.2	1,933	82.8	2,334
Paid Maternity Leave?	346	12.1	2,510	87.9	2,856	93	4.2	2,105	95.8	2,198
Paid Paternity Leave?	152	100.0	0	0	152	46	2.1	2,137	97.9	2,183
Profit Sharing?	635	21.8	2,284	78.2	2,919	206	10.4	1,783	89.6	1,989
Christmas Bonus?	1,601	53.5	1,389	46.5	2,990	901	31.8	1,933	68.2	2,834
Education Reimbursement?	917	31.5	1,992	68.5	2,909	383	15.4	2,105	84.6	2,488
Employee Discount?	1,441	48.7	1,516	51.3	2,957	953	30.8	2,137	69.2	3,090
Stock Purchase Plan?	129	4.5	2,744	95.5	2,873	48	2.4	1,992	97.6	2,040
Flextime?	621	21.6	2,257	78.4	2,878	368	12.3	2,615	87.7	2,983
Transportation Assistance?	280	9.7	2,615	90.3	2,895	116	100.0	0	0	116
Child-Care Assistance?	96	3.3	2,780	96.7	2,876	59	100.0	0	0	59

Source: Montana Department of Labor & Industry's Research & Analysis Bureau

Statewide Fringe Benefit Information

Number of Paid Holidays and Sick Days Per Year

Number of Firms Responding

How Many Days of Paid Holidays Per Year?	Full-Time Employees	Part-Time Employees	How Many Days of Sick Leave Per Year?	Full-Time Employees	Part-Time Employees
Less than Four	94	65	Less than Four	100	44
Four	59	24	Four to Five	272	42
Five	204	55	Six to Seven	235	48
Six	493	109	Eight to Nine	25	10
Seven	260	54	Ten to Eleven	141	19
Eight	143	40	Twelve to Thirteen	199	35
Nine	105	17	Fourteen to Fifteen	30	4
Ten	246	70	Sixteen or More	56	10
Eleven	76	34			
Twelve or More	100	21			
Total No. of Firms Responding	1,780	489	Total No. of Firms Responding	1,058	212
Weighted Average # of days per year	7.3	7.0	Weighted Average # of days per year	8.4	7.5
Median # of days per year	7.0	6.0	Median # of days per year	6.0	6.0

Source: Montana Department of Labor & Industry's Research & Analysis Bureau

Statewide Fringe Benefit Information

Days of Maternity/Paternity Leave Per Year

Number of Firms Responding

How Many Days of Maternity Leave Per Year?	Full-Time Employees	Part-Time Employees	How Many Days of Paternity Leave Per Year?	Full-Time Employees	Part-Time Employees
Less than Eleven	25	4	Less than Eleven	23	3
Eleven to Nineteen	15	2	Eleven to Nineteen	5	2
Twenty to Twenty-Nine	10	3	Twenty to Twenty-Nine	6	2
Thirty to Thirty-Nine	45	8	Thirty to Thirty-Nine	5	1
Forty to Forty-Nine	8	2	Forty to Forty-Nine	3	1
Fifty to Fifty-Nine	0	0	Fifty to Fifty-Nine	0	0
Sixty or More	20	0	Sixty or More	6	0
Total No. of Firms Responding	123	19	Total No. of Firms Responding	48	9

Source: Montana Department of Labor & Industry's Research & Analysis Bureau

Statewide Fringe Benefit Information

Weeks of Paid Vacation

Number of Firms Responding Indicated in Table Below

Number of Weeks Paid Vacation	Years of Service Required											
	1/2	1	2	3	4	5	6-9	10	11-14	15	20	More than 20
1	315	1,379	74	21	5	10	5		1		1	1
2	46	720	753	270	62	143	40	31	6		2	
3	24	71	29	102	47	377	281	292	44	38	7	3
4	1	13	4	14	22	29	47	186	65	154	91	22
5		2		3	4	12	7	16	11	43	58	43
6			2	1	1	1	5	12	5	6	15	27

Source: Montana Department of Labor & Industry's Research & Analysis Bureau

Statewide Fringe Benefit Information

Basic Work Week for Full-Time and Part-Time Employees

Basic Work Week for Full-Time Employees	Number of Firms	Percent	Basic Work Week for Part-Time Employees	Number of Firms	Percent
Hours			*Hours*		
35 Hours	581	6.1	Up to and Including 10	1,309	10.6
More than 35 but less than 37.5	319	3.3	More than 10 but less than 15	2,875	23.3
37.5	145	1.5	15	2,902	23.5
More than 37.5 but less than 40	3,359	35.2	More than 15 but less than 20	3,316	26.8
40	3,280	34.3	20	558	4.5
More than 40	1,865	19.5	More than 20 but less than 35	1,400	11.3
Total No. of Firms Responding	9,549	100.0	Total No. of Firms Responding	12,360	100.0
Total No. of Employees	37,292	100.0	Total No. of Employees	16,659	100.0

Note: Some firms responded to more than one category.
Source: Montana Department of Labor & Industry's Research & Analysis Bureau

Statewide Fringe Benefit Information

Basis for Wage and Salary Increases/Frequency of Wage and Salary Adjustment

Basis for Wage and Salary Increases	Number of Firms	Percent	Frequency of Wage and Salary Adjustment	Number of Firms	Percent
Merit Review	1,181	25.8	6 Months	322	10.8
Length of Service	890	19.4	Annually	1,964	65.7
Cost-of-Living	333	7.3	Other	704	23.5
Combination of Above	2,173	47.5			
Total No. of Firms Responding	4,577	100.0	Total No. of Firms Responding	2,990	100.0

Note: Some firms responded to more than one category.
Source: Montana Department of Labor & Industry's Research & Analysis Bureau

Statewide Fringe Benefit Information

Who Pays the Cost of Company Benefit Programs Number of Firms Responding				
Who Pays the Cost of Company Benefit Programs?	Employer Paid	Employee Paid	Shared Cost	Not Offered
Life Insurance	749	115	285	1,218
Accidental Death and Dismemberment	486	112	165	1,394
Sickness and Accident	385	96	242	1,416
Long-term Disability	365	121	125	1,497
Hospitalization (Surgical and Medical)	889	102	805	794
Health Maintenance Organization	181	54	219	1,524
Dental Care	392	113	347	1,354
Vision Care	162	83	154	1,668
Hearing Care	98	62	105	1,735
Alcohol and Drug Abuse Treatment	318	60	346	1,357
Prescriptions	441	101	560	1,104

Note: Some firms responded to more than one category.

Source: Montana Department of Labor & Industry's Research & Analysis Bureau

Appendix

- Sample Wage Survey Form
- Sample Fringe Benefit Survey Form
- Wage Conversion Table

Engineer, Civil- 005.061-014

Plans, designs & directs construction & maintenance of structures & facilities. May perform technical research & utilize computers as aids in developing solutions to engineering problems.

Rates are: _ Hourly _ Other (specify)	Hours in Normal Work Week	Wage Rates Paid $	Entry level ? ✓	Number of Employees	Rates are: _ Hourly _ Other (specify)	Hours in Normal Work Week	Wage Rates Paid $	Entry level ? ✓	Number of Employees

Drafter, Civil- 005.281-010

Drafts detailed construction drawings, topographical profiles and related specification sheets used in construction of highways, flood control projects, drainage facilities and other civil engineering projects.

Rates are: _ Hourly _ Other (specify)	Hours in Normal Work Week	Wage Rates Paid $	Entry level ? ✓	Number of Employees	Rates are: _ Hourly _ Other (specify)	Hours in Normal Work Week	Wage Rates Paid $	Entry level ? ✓	Number of Employees

Engineer, Structural- 005.061-034

Directs or participates in planning, designing or reviewing plans for the erection of structures requiring stress analysis. Designs structure to meet estimated load requirements, computing size, shape and strength of structural members.

Rates are: _ Hourly _ Other (specify)	Hours in Normal Work Week	Wage Rates Paid $	Entry level ? ✓	Number of Employees	Rates are: _ Hourly _ Other (specify)	Hours in Normal Work Week	Wage Rates Paid $	Entry level ? ✓	Number of Employees

Engineer, Sanitary- 005.061-030

Designs and directs construction and operation of hygienic projects such as waterworks, sewage, garbage and trash disposal plants, drainage systems and insect and rodent control projects.

Rates are: _ Hourly _ Other (specify)	Hours in Normal Work Week	Wage Rates Paid $	Entry level ? ✓	Number of Employees	Rates are: _ Hourly _ Other (specify)	Hours in Normal Work Week	Wage Rates Paid $	Entry level ? ✓	Number of Employees

Mechanic, Heating-and-Air-Conditioning- 637.261-014

Installs, services and repairs environmental-control systems in residences, department stores, office buildings and commercial establishments, utilizing knowledge of refrigeration theory, pipefitting and structural layout.

Rates are: _ Hourly _ Other (specify)	Hours in Normal Work Week	Wage Rates Paid $	Entry level ? ✓	Number of Employees	Rates are: _ Hourly _ Other (specify)	Hours in Normal Work Week	Wage Rates Paid $	Entry level ? ✓	Number of Employees

Sample Wage Survey Form

Montana Department of Labor and Industry Fringe Benefits Survey Form

If your supervisory employees are paid different benefits from nonsupervisory employees, please copy this form and fill out for those employees.

Company Benefits/Bonuses

	Full-Time Employees			Part-Time Employees		
	Yes	No	How Many Days Per year?	Yes	No	How Many Days Per year?
Paid Holidays?						
Paid Sick Leave?						
Paid Maternity Leave?						
Paid Paternity Leave?						
Profit Sharing?						
Christmas/End-Of-Year Bonus?						
Educational Reimbursement?						
Employee Discounts?						
Stock Purchase Plan?						
Flextime?						
Transportation Assistance?						
Child-Care Assistance?						

Please specify the NUMBER of full-time employees working these hours during a basic work week:

_____ 35 hours
_____ Over 35, but fewer than 37 1/2 hours
_____ 37 1/2 hours
_____ Over 37 1/2, but fewer than 40 hours
_____ 40 hours
_____ Over 40 hours

Total number of full-time employees_____ (This should equal the total of the above categories.)

Please specify the NUMBER of part-time employees working these hours during a basic work week:

_____ Up to and including 10 hours
_____ Over 10, but fewer than 15 hours
_____ 15 hours
_____ Over 15, but fewer than 20 hours
_____ 20 hours
_____ Over 20 hours but fewer than 35

Total number of part-time employees_____ (This should equal the total of the above categories.)

Which of the following are used by your firm as a basis for wage and salary increases?

_____ Ment review _____Length of service _____Cost of living _____Combination of these

Frequency of Wage and Salary Adjustments:

_____ 6 Months _____Annually _____Other (describe):_____

If insurance/health care benefits are offered to employees within your company, who pays the cost?

(PLEASE DO NOT INCLUDE WORKERS' COMPENSATION OR UNEMPLOYMENT INSURANCE)

	Paid by Company in Full	Paid by Employee in Full	Company and Employee Share Cost	Not Offered By Company
Insurance Plans:				
Life Insurance				
Accidental Death and Dismemberment				
Sickness and Accident				
Long-term Disability				
Health Care Benefits:				
Hospitalization, Surgical and Medical Insurance				
Health Maintenance Organization				
Dental Care				
Vision Care				
Hearing Care				
Alcohol and Drug Abuse Treatment				
Prescriptions				

Vacation

Paid Vacation (Check only one box per line.)

Please specify the amount of paid vacation earned annually by employees with the following years of service:
For example, if an employee earns 1 week of vacation after 1/2 year, you would check the first box.
If your employees earn vacation on another basis, such as daily or hourly, please match to the closest category.

Vacation Earned	1/2 year	1 year	2 years	3 years	4 years	5 years	6-9 years	10 years	11-14 years	15 years	20 years	Over 20 years
1 Week												
2 Weeks												
3 Weeks												
4 Weeks												
5 Weeks												
6 Weeks												

Thank you so much for filling out this survey form. If you have any questions, please call Bob Schleicher, Shane Maharg, or Cathy Shenkle at the Montana Department of Labor and Industry at (800) 633-0229 or (406) 444-2430.

Sample Fringe Benefit Survey Form

WAGE TABLE

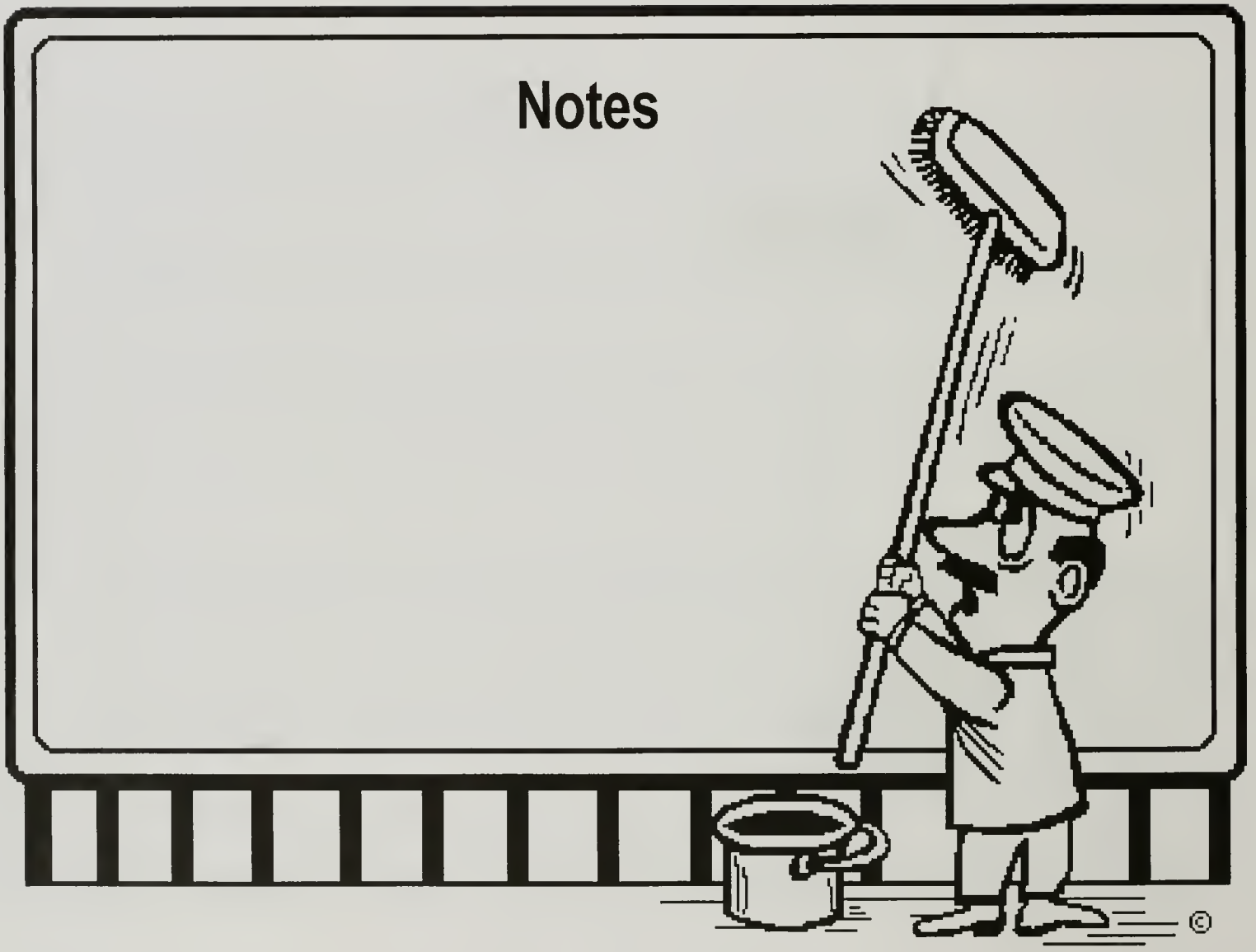
Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
3.00	120.00	520.00	6240.00	9.00	360.00	1560.00	18720.00
3.10	124.00	537.30	6448.00	9.10	364.00	1577.30	18928.00
3.20	128.00	554.70	6656.00	9.20	368.00	1594.70	19136.00
3.30	132.00	572.00	6864.00	9.30	372.00	1612.00	19344.00
3.40	136.00	589.30	7072.00	9.40	376.00	1629.30	19552.00
3.50	140.00	606.70	7280.00	9.50	380.00	1646.70	19760.00
3.60	144.00	624.00	7488.00	9.60	384.00	1664.00	19968.00
3.70	148.00	641.30	7696.00	9.70	388.00	1681.30	20176.00
3.80	152.00	658.70	7904.00	9.80	392.00	1698.70	20384.00
3.90	156.00	676.00	8112.00	9.90	396.00	1716.00	20592.00
4.00	160.00	693.30	8320.00	10.00	400.00	1733.30	20800.00
4.10	164.00	710.70	8528.00	10.10	404.00	1750.70	21008.00
4.20	168.00	728.00	8736.00	10.20	408.00	1768.00	21216.00
4.30	172.00	745.30	8944.00	10.30	412.00	1785.30	21424.00
4.40	176.00	762.70	9152.00	10.40	416.00	1802.70	21632.00
4.50	180.00	780.00	9360.00	10.50	420.00	1820.00	21840.00
4.60	184.00	797.30	9568.00	10.60	424.00	1837.30	22048.00
4.70	188.00	814.70	9776.00	10.70	428.00	1854.70	22256.00
4.80	192.00	832.00	9984.00	10.80	432.00	1872.00	22464.00
4.90	196.00	849.30	10192.00	10.90	436.00	1889.30	22672.00
5.00	200.00	866.70	10400.00	11.00	440.00	1906.70	22880.00
5.10	204.00	884.00	10608.00	11.10	444.00	1924.00	23088.00
5.20	208.00	901.30	10816.00	11.20	448.00	1941.30	23296.00
5.30	212.00	918.70	11024.00	11.30	452.00	1958.70	23504.00
5.40	216.00	936.00	11232.00	11.40	456.00	1976.00	23712.00
5.50	220.00	953.30	11440.00	11.50	460.00	1993.30	23920.00
5.60	224.00	970.70	11648.00	11.60	464.00	2010.70	24128.00
5.70	228.00	988.00	11856.00	11.70	468.00	2028.00	24336.00
5.80	232.00	1005.30	12064.00	11.80	472.00	2045.30	24544.00
5.90	236.00	1022.70	12272.00	11.90	476.00	2062.70	24752.00
6.00	240.00	1040.00	12480.00	12.00	480.00	2080.00	24960.00
6.10	244.00	1057.30	12688.00	12.10	484.00	2097.30	25168.00
6.20	248.00	1074.70	12896.00	12.20	488.00	2114.70	25376.00
6.30	252.00	1092.00	13104.00	12.30	492.00	2132.00	25584.00
6.40	256.00	1109.30	13312.00	12.40	496.00	2149.30	25792.00
6.50	260.00	1126.70	13520.00	12.50	500.00	2166.70	26000.00
6.60	264.00	1144.00	13728.00	12.60	504.00	2184.00	26208.00
6.70	268.00	1161.30	13936.00	12.70	508.00	2201.30	26416.00
6.80	272.00	1178.70	14144.00	12.80	512.00	2218.70	26624.00
6.90	276.00	1196.00	14352.00	12.90	516.00	2236.00	26832.00
7.00	280.00	1213.30	14560.00	13.00	520.00	2253.30	27040.00
7.10	284.00	1230.70	14768.00	13.10	524.00	2270.70	27248.00
7.20	288.00	1248.00	14976.00	13.20	528.00	2288.00	27456.00
7.30	292.00	1265.30	15184.00	13.30	532.00	2305.30	27664.00
7.40	296.00	1282.70	15392.00	13.40	536.00	2322.70	27872.00
7.50	300.00	1300.00	15600.00	13.50	540.00	2340.00	28080.00
7.60	304.00	1317.30	15808.00	13.60	544.00	2357.30	28288.00
7.70	308.00	1334.70	16016.00	13.70	548.00	2374.70	28496.00
7.80	312.00	1352.00	16224.00	13.80	552.00	2392.00	28704.00
7.90	316.00	1369.30	16432.00	13.90	556.00	2409.30	28912.00
8.00	320.00	1386.70	16640.00	14.00	560.00	2426.70	29120.00
8.10	324.00	1404.00	16848.00	14.10	564.00	2444.00	29328.00
8.20	328.00	1421.30	17056.00	14.20	568.00	2461.30	29536.00
8.30	332.00	1438.70	17264.00	14.30	572.00	2478.70	29744.00
8.40	336.00	1456.00	17472.00	14.40	576.00	2496.00	29952.00
8.50	340.00	1473.30	17680.00	14.50	580.00	2513.30	30160.00
8.60	344.00	1490.70	17888.00	14.60	584.00	2530.70	30368.00
8.70	348.00	1508.00	18096.00	14.70	588.00	2548.00	30576.00
8.80	352.00	1525.30	18304.00	14.80	592.00	2565.30	30784.00
8.90	356.00	1542.70	18512.00	14.90	596.00	2582.70	30992.00

WAGE TABLE

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
15.00	600.00	2600.00	31200.00	21.00	840.00	3640.00	43680.00
15.10	604.00	2617.30	31408.00	21.10	844.00	3657.30	43888.00
15.20	608.00	2634.70	31616.00	21.20	848.00	3674.70	44096.00
15.30	612.00	2652.00	31824.00	21.30	852.00	3692.00	44304.00
15.40	616.00	2669.30	32032.00	21.40	856.00	3709.30	44512.00
15.50	620.00	2686.70	32240.00	21.50	860.00	3726.70	44720.00
15.60	624.00	2704.00	32448.00	21.60	864.00	3744.00	44928.00
15.70	628.00	2721.30	32656.00	21.70	868.00	3761.30	45136.00
15.80	632.00	2738.70	32864.00	21.80	872.00	3778.70	45344.00
15.90	636.00	2756.00	33072.00	21.90	876.00	3796.00	45552.00
16.00	640.00	2773.30	33280.00	22.00	880.00	3813.30	45760.00
16.10	644.00	2790.70	33488.00	22.10	884.00	3830.70	45968.00
16.20	648.00	2808.00	33696.00	22.20	888.00	3848.00	46176.00
16.30	652.00	2825.30	33904.00	22.30	892.00	3865.30	46384.00
16.40	656.00	2842.70	34112.00	22.40	896.00	3882.70	46592.00
16.50	660.00	2860.00	34320.00	22.50	900.00	3900.00	46800.00
16.60	664.00	2877.30	34528.00	22.60	904.00	3917.30	47008.00
16.70	668.00	2894.70	34736.00	22.70	908.00	3934.70	47216.00
16.80	672.00	2912.00	34944.00	22.80	912.00	3952.00	47424.00
16.90	676.00	2929.30	35152.00	22.90	916.00	3969.30	47632.00
17.00	680.00	2946.70	35360.00	23.00	920.00	3986.70	47840.00
17.10	684.00	2964.00	35568.00	23.10	924.00	4004.00	48048.00
17.20	688.00	2981.30	35776.00	23.20	928.00	4021.30	48256.00
17.30	692.00	2998.70	35984.00	23.30	932.00	4038.70	48464.00
17.40	696.00	3016.00	36192.00	23.40	936.00	4056.00	48672.00
17.50	700.00	3033.30	36400.00	23.50	940.00	4073.30	48880.00
17.60	704.00	3050.70	36608.00	23.60	944.00	4090.70	49088.00
17.70	708.00	3068.00	36816.00	23.70	948.00	4108.00	49296.00
17.80	712.00	3085.30	37024.00	23.80	952.00	4125.30	49504.00
17.90	716.00	3102.70	37232.00	23.90	956.00	4142.70	49712.00
18.00	720.00	3120.00	37440.00	24.00	960.00	4160.00	49920.00
18.10	724.00	3137.30	37648.00	24.10	964.00	4177.30	50128.00
18.20	728.00	3154.70	37856.00	24.20	968.00	4194.70	50336.00
18.30	732.00	3172.00	38064.00	24.30	972.00	4212.00	50544.00
18.40	736.00	3189.30	38272.00	24.40	976.00	4229.30	50752.00
18.50	740.00	3206.70	38480.00	24.50	980.00	4246.70	50960.00
18.60	744.00	3224.00	38688.00	24.60	984.00	4264.00	51168.00
18.70	748.00	3241.30	38896.00	24.70	988.00	4281.30	51376.00
18.80	752.00	3258.70	39104.00	24.80	992.00	4298.70	51584.00
18.90	756.00	3276.00	39312.00	24.90	996.00	4316.00	51792.00
19.00	760.00	3293.30	39520.00	25.00	1000.00	4333.30	52000.00
19.10	764.00	3310.70	39728.00	25.10	1004.00	4350.70	52208.00
19.20	768.00	3328.00	39936.00	25.20	1008.00	4368.00	52416.00
19.30	772.00	3345.30	40144.00	25.30	1012.00	4385.30	52624.00
19.40	776.00	3362.70	40352.00	25.40	1016.00	4402.70	52832.00
19.50	780.00	3380.00	40560.00	25.50	1020.00	4420.00	53040.00
19.60	784.00	3397.30	40768.00	25.60	1024.00	4437.30	53248.00
19.70	788.00	3414.70	40976.00	25.70	1028.00	4454.70	53456.00
19.80	792.00	3432.00	41184.00	25.80	1032.00	4472.00	53664.00
19.90	796.00	3449.30	41392.00	25.90	1036.00	4489.30	53872.00
20.00	800.00	3466.70	41600.00	26.00	1040.00	4506.70	54080.00
20.10	804.00	3484.00	41808.00	26.10	1044.00	4524.00	54288.00
20.20	808.00	3501.30	42016.00	26.20	1048.00	4541.30	54496.00
20.30	812.00	3518.70	42224.00	26.30	1052.00	4558.70	54704.00
20.40	816.00	3536.00	42432.00	26.40	1056.00	4576.00	54912.00
20.50	820.00	3553.30	42640.00	26.50	1060.00	4593.30	55120.00
20.60	824.00	3570.70	42848.00	26.60	1064.00	4610.70	55328.00
20.70	828.00	3588.00	43056.00	26.70	1068.00	4628.00	55536.00
20.80	832.00	3605.30	43264.00	26.80	1072.00	4645.30	55744.00
20.90	836.00	3622.70	43472.00	26.90	1076.00	4662.70	55952.00

Notes

Notes



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